



Australian Bureau of Statistics

6105.0 - Australian Labour Market Statistics, Apr 2009

Previous ISSUE Released at 11:30 AM (CANBERRA TIME) 17/04/2009

Summary

Main Features

NOTES

FORTHCOMING ISSUES

ISSUE (QUARTER)

July 2009
October 2009
January 2010

Release Date

3 July 2009
2 October 2009
8 January 2010

DATA CONTAINED IN THIS ISSUE

The statistics shown are the latest available at 12 March 2009. Data sources for the tables in this publication are listed in Appendix 1.

CHANGES IN THIS ISSUE

The tables containing Labour Force estimates have been revised, following the new population benchmarks based on the 2006 Census of Population and Housing. The Labour Force estimates have been revised for the periods June 2001 to January 2009.

The estimates by industry and occupation are now classified to the Australian and New Zealand Standard Industrial Classification (ANZSIC) 2006; and to the Australian and New Zealand Standard Classification of Occupations (ANZSCO).

The ANZSIC 2006 classification system replaces the existing classification ANZSIC 1993. For more information on the implementation of ANZSIC 2006 see [Information Paper: Update on ANZSIC 2008 Implementation, 2006](#) (cat. no. 1295.0.55.001).

The ANZSCO classification system replaces the classification Australian Standard Classification of Occupations (ASCO) Second Edition. For more information on the implementation of ANZSCO see [Information Paper: ANZSCO - Australian and New Zealand Standard Classification of Occupations, 2005](#) (cat. no. 1221.0).

The estimates of public sector employees and cash wages and salaries presented in tables 2.11 and 2.12 are now based on the annual survey of Employment and Earnings.

Finally, wage price indexes for broad occupation groups are no longer produced and hence no longer included in table 5.1.

ELECTRONIC PRODUCTS

The spreadsheets and data cubes referenced in this publication are available free of charge on the ABS website at <https://www.abs.gov.au> [Access to all ABS products & statistics - By Catalogue Number - 6. Labour Statistics and Prices].

INQUIRIES

For information about other Australian Bureau of Statistics (ABS) statistics and services, please refer to the back of this publication.

INQUIRIES

For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070 or Labour Market Statistics Section on Canberra (02) 6252 7206.

Labour statistics news

LABOUR STATISTICS NEWS

LABOUR THEME PAGE

The ABS Labour Theme Page, available on the ABS web site, provides a guide to the range of ABS statistics on the labour market, as well as links to the latest data released. To find the Theme Page, go to <https://www.abs.gov.au> [Themes - People - Labour].

AUSTRALIAN JOURNAL OF LABOUR ECONOMICS THEMATIC ISSUE - CALL FOR ARTICLES BASED ON SEARS

In early 2010, the **Australian Journal of Labour Economics** (AJLE) will publish a thematic issue dedicated to articles exploiting the expanded CURF from the Survey of Employment Arrangements, Retirement & Superannuation (SEARS) 2007. The analysis in these articles should be innovative and will be peer reviewed. The final selection for inclusion in the journal lies with the editors of the AJLE. The deadline for submission of articles is the 31 August 2009. Articles should be submitted to Boyd.Hunter@anu.edu.au and Nicholas.Biddle@anu.edu.au.

SUPPLEMENTARY SURVEYS ON LABOUR TOPICS

The Monthly Population Survey comprises the Labour Force Survey and a range of supplementary surveys, which provide detailed information on a range of topics. Results from surveys on labour-related topics recently released include: **Job Search Experience, Australia, July 2008** (cat. no. 6222.0); **Underemployed Workers, Australia, September 2008** (cat. no. 6265.0); and **Persons Not in the Labour Force, Australia, September 2008** (cat. no. 6220.0).

RELEASE OF SURVEY OF EMPLOYEE EARNINGS AND HOURS CURF

The first CURF produced from the Survey of Employee Earnings and Hours (EEH) was released on 31 March 2009 under catalogue number 6306.0.55.001 with the associated technical manual released under catalogue number 6306.0.55.002. The CURF, which was produced in respect of the May 2006 EEH survey, is available as an expanded CURF via the ABS Remote Access Data Laboratory (RADL). To access the CURF, see the CURF page on the ABS web site, at <https://www.abs.gov.au> [Services We Provide - CURF Microdata - Accessing CURF Microdata].

RELEASE OF LABOUR STATISTICS NEWS

Labour Statistics News (cat. no. 6106.0) was released on 24 February 2009. Labour Statistics News will be released twice-yearly (in February and August) and is designed to provide users with insight into the ABS labour market statistics program, and inform on recent and upcoming statistical developments. Each issue will feature updates on current projects, recent highlights, articles and analysis on labour market issues, information on contacts in the ABS labour market statistics area and other related information. To subscribe to the newsletter please email "subscribe" to labour.statistics@abs.gov.au, or you may access the newsletter directly at <https://www.abs.gov.au>.

LABOUR MARKET EMAIL ADDRESS

If you have any questions about the work we do, you can now contact us by email: labour.statistics@abs.gov.au

ABS EMAIL NOTIFICATION SERVICE

By subscribing to this free service, you will be kept informed via email of the latest releases of ABS products. To subscribe, follow the link from the ABS home page <https://www.abs.gov.au>, provide your email address, and select your topics of interest.

Recent and Upcoming Statistical Releases

	Reference period	Catalogue number
March 2009		
Australian Economic Indicators	April 2009	1350.0
Australian Social Trends	March 2009	4102.0
Business Indicators, Australia	December 2008	5676.0
Industrial Disputes, Australia	December quarter 2008	6321.0.55.001
Labour Force, Australia	February 2009	6202.0
Labour Force, Australia - Detailed Delivery, Monthly	February 2009	6291.0.55.001
Labour Force, Australia - Detailed Delivery, Quarterly	February 2009	6291.0.55.003
Persons Not in the Labour Force, Australia	September 2008	6220.0
April 2009		
Australian Economic Indicators	May 2009	1350.0
Australian Labour Market Statistics	April 2009	6105.0
Counts of Australian Businesses, including Entries and Exits	June 2006 to June 2008	8165.0
Employee Earnings, Benefits and Trade Union Membership, Australia	August 2008	6310.0
Employee Earnings and Hours, Australia, Preliminary	August 2008	6305.0.55.001
Labour Force, Australia	March 2009	6202.0
Labour Force, Australia - Detailed Delivery, Monthly	March 2009	6291.0.55.001
Regional Wage and Salary Earner Statistics, Australia - Data Cubes	2005-06	5673.0.55.003
May 2009		
Australian Economic Indicators	June 2009	1350.0
Average Weekly Earnings, Australia	February 2009	6302.0
Labour Force, Australia	April 2009	6202.0
Labour Force, Australia - Detailed Delivery, Monthly	April 2009	6291.0.55.001
Labour Force Historical Timeseries, Australia	August 1986 to May 1996	6204.0.55.001
Labour Mobility and Intentions, Western Australia	October 2008	6209.5
Labour Statistics in Brief, Australia	2007-08	6104.0
Labour Price Index, Australia	March 2009	6345.0
Locations of Work	November 2008	6275.0
June 2009		
Australian Economic Indicators	July 2009	1350.0
Australian Social Trends	June 2009	4102.0
Employee Earnings and Hours, Australia	August 2008	6306.0
Forms of Employment, Australia	November 2008	6359.0
Industrial Disputes, Australia	March quarter 2009	6321.0.55.001
Labour Force, Australia	May 2009	6202.0
Labour Force, Australia - Detailed Delivery, Monthly	May 2009	6291.0.55.001
Labour Force, Australia - Detailed Delivery, Quarterly	May 2009	6291.0.55.003
July 2009		
Australian Economic Indicators	August 2009	1350.0

Australian Labour Market Statistics	July 2009	6105.0
Labour Force, Australia	June 2009	6202.0
Labour Force, Australia - Detailed Delivery, Monthly	June 2009	6291.055.001
Labour Force Survey and Employee Earnings, Benefits and Trade Union Membership Survey, Basic and Expanded CURF, Australia	August 2008	6202.0.30.001
Labour Force Survey and Employee Earnings, Benefits and Trade Union Membership Survey, Basic and Expanded CURF, Technical Manual	August 2008	6202.0.30.002

Labour Market Summary

LABOUR MARKET SUMMARY

KEY MEASURES

Measure		Series type	Period	Current figure	% change from Previous quarter(a)	% change from Previous year(b)
Employed						
Persons	'000	Trend	Feb 09	10 811.7	0.0	0.8
Full-time	'000	Trend	Feb 09	7 682.4	-0.5	0.1
Part-time	'000	Trend	Feb 09	3 129.3	1.2	2.6
Part-time employment as a proportion of total employment	%	Trend	Feb 09	28.9	(c)0.3	(c)0.5
Unemployed						
Persons	'000	Trend	Feb 09	561.1	10.1	22.2
Looking for full-time work	'000	Trend	Feb 09	398.4	12.0	29.0
Looking for part-time work	'000	Trend	Feb 09	162.7	5.8	8.2
Unemployment rate						
Persons	%	Trend	Feb 09	4.9	(c)0.4	(c)0.8
Long-term unemployment						
Persons	'000	Trend	Feb 09	74.3	2.8	5.3
As a proportion of total unemployment	%	Trend	Feb 09	13.2	(c)-1.0	(c)-2.2
Long-term unemployment rate	%	Trend	Feb 09	0.7	(c)0.0	(c)0.0
Quarterly labour underutilisation rates(d)						
Unemployment rate(e)	%	Trend	Feb 09	4.9	(c)0.3	(c)0.8
Underemployment rate	%	Trend	Feb 09	7.0	(c)0.5	(c)1.0
Labour force underutilisation rate(f)	%	Trend	Feb 09	11.9	(c)0.8	(c)1.8
Children living without an employed parent(g)	%	Original	Dec 08	13.0	(c)0.1	(c)0.2
Labour force participation rate						
Persons aged 15-64 years	%	Original	Feb 09	77.1	(c)1.1	(c)0.4
Total	%	Trend	Feb 09	65.4	(c)0.0	(c)-0.1
Actual hours worked						
Aggregate weekly hours	mill. hours	Original	Feb 09	368.3	0.0	-1.1
Average weekly hours - Persons	hours	Original	Feb 09	34.2	0.0	-1.7
Average weekly hours - Full-time	hours	Original	Feb 09	41.1	0.0	-1.0
Average weekly hours - Part-time	hours	Original	Feb 09	16.9	0.7	-1.8
Part-time workers						
Proportion who preferred to work more hours	%	Original	Feb 09	27.1	(c)3.5	(c)3.9
Wage price index						
Total hourly rates of pay excluding bonuses	index no.	Original	Dec qtr 2008	121.5	1.2	4.3
Average weekly earnings						
Full-time adult ordinary time earnings	\$	Trend	Nov 08	1 164.90	1.5	5.2
All employees total earnings	\$	Trend	Nov 08	911.30	1.2	4.1
Compensation of employees						
Household income account	\$m	Trend	Dec qtr 2008	143 678	1.8	7.8
Average earnings (National Accounts basis nominal) per week	\$	Trend	Dec qtr 2008	1 159	1.5	5.8
Industrial disputes						
Working days lost	'000	Original	Dec qtr 2008	31.1	-14.1	27.5
Working days lost per 1,000 employees	number	Original	Dec qtr 2008	3.3	-15.4	26.9
Job vacancies(h)						
Australia	'000	Trend	May 2008	183.6	1.0	9.0

(a) Same period previous quarter (monthly data is presented for the middle month of each quarter).

(b) Same period previous year.

(c) Change is in percentage points.

(d) See the Glossary for further explanation of labour underutilisation rates.

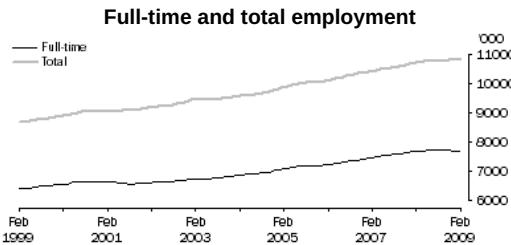
(e) The quarterly unemployment rate is compiled using data collected in the quarter months and may differ slightly from the official monthly unemployment rate.

(f) Discrepancies may occur due to rounding.

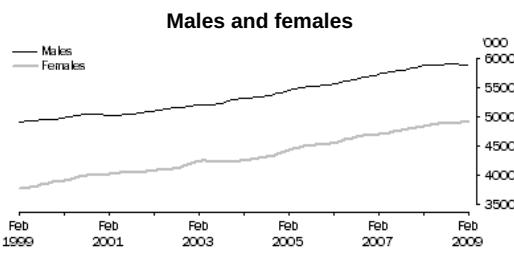
(g) As a proportion of all children aged under 15 years. See the Explanatory Notes for information on family data.

(h) The Job Vacancies Survey will not be conducted in 2008-09. The May issue of **Job Vacancies, Australia** (cat. no. 6354.0), released in June 2008, was the final issue for 2007-08. The survey may be reinstated in 2009-10.

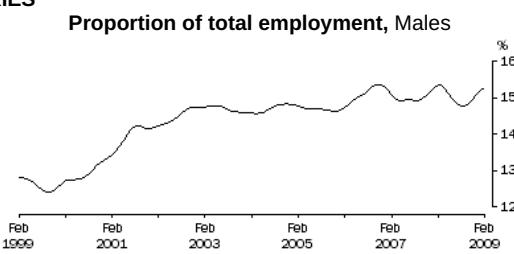
EMPLOYMENT: TREND SERIES



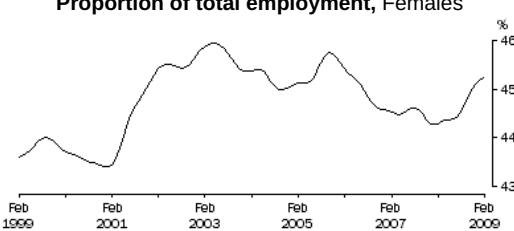
Source: Labour Force Survey.



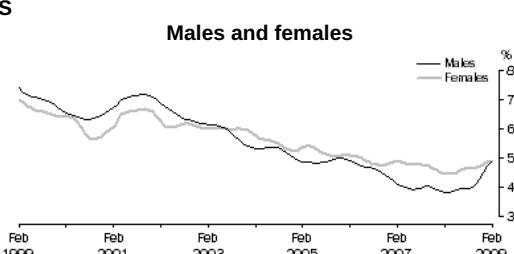
PART-TIME EMPLOYMENT: TREND SERIES



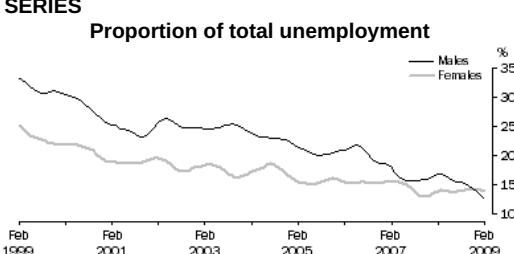
Proportion of total employment, Females



UNEMPLOYMENT RATE: TREND SERIES

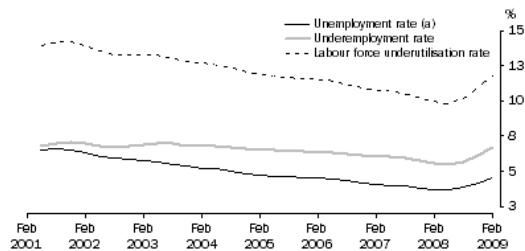


LONG-TERM UNEMPLOYMENT: TREND SERIES



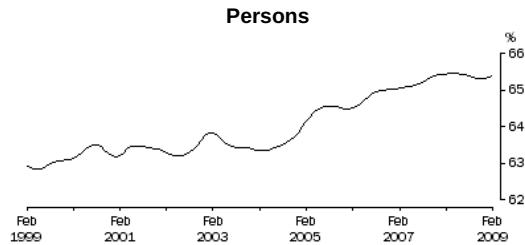
UNDERUTILISED LABOUR: TREND SERIES

Quarterly labour underutilisation rates

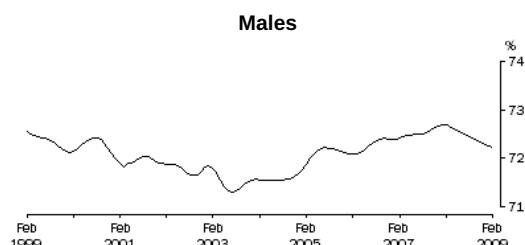


(a) The quarterly unemployment rate is compiled using data collected in the quarter months and may differ slightly from the official monthly unemployment rate.
 Notes: UR – unemployment rate, UER – underemployment rate, LFUR – labour force underutilisation rate.
 See the Glossary for further information on the labour market underutilisation rates.

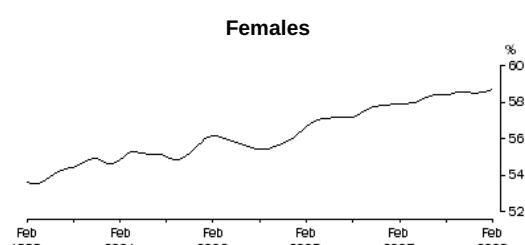
PARTICIPATION RATE: TREND SERIES



Source: Labour Force Survey.



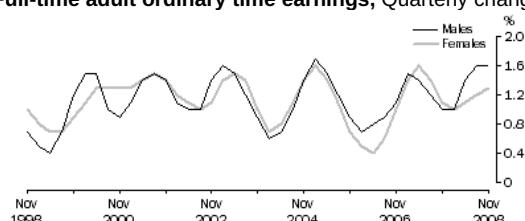
Source: Labour Force Survey.



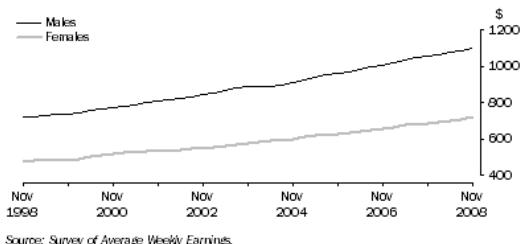
Source: Labour Force Survey.

AVERAGE WEEKLY EARNINGS: TREND SERIES

Full-time adult ordinary time earnings, Quarterly change

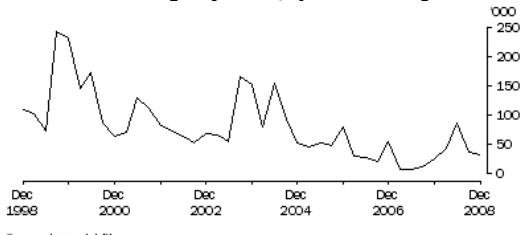


All employees total earnings, Level



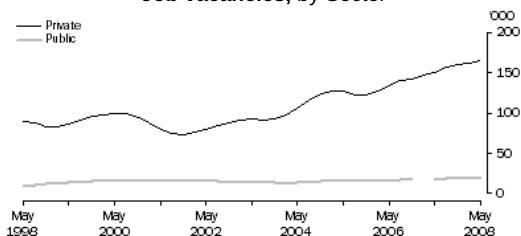
INDUSTRIAL DISPUTES: ORIGINAL SERIES

Working days lost, Quarter ending



JOB VACANCIES: TREND SERIES

Job vacancies, by Sector



(a) Break in series between November 2006 and February 2007. See paragraphs 77 and 78 of the Explanatory Notes.

Notes: The Job Vacancies Survey will not be conducted in 2008-09. The May issue of the publication Job Vacancies, Australia (cat. no. 6354.0), released in June 2008, was the final issue for 2007-08. The survey may be reinstated in 2009-10.

About this Release

This publication draws together labour statistics from a range of ABS household and business surveys, to provide an overall picture of the labour market. The key purpose of this publication is to raise awareness of the data available, so that users will be able to use it more effectively.

It contains tables for core data items, presenting the most recent data available at a particular date (rather than relating to a particular reference period). It is also able to be used to announce the release of supplementary surveys and infrequent surveys. Note that, in addition to a brief article in this publication, these would also have separate releases, which would not be delayed by the release in this publication.

The publication is also used to release annual data on Indigenous labour force status, and annual supplementary measures of labour underutilisation. It includes a range of feature articles, both analytical and technical, which will assist users in understanding and interpreting the data and will also promote the range of data available from the ABS labour statistics program. It will be used to announce any changes to labour series or releases.

The publication contains brief explanatory notes, outlining each data source, but referring to the relevant releases, and to Labour Statistics: Concepts, Sources and Methods 6102.0.55.001, for more detail.

Job flexibility of casual employees (Feature Article)

JOB FLEXIBILITY OF CASUAL EMPLOYEES

MEASURES FROM THE 2007 SURVEY OF EMPLOYMENT ARRANGEMENTS, RETIREMENT AND SUPERANNUATION

INTRODUCTION

In recent decades the labour market has seen an increase in forms of employment other than the 'traditional' arrangement of full-time, ongoing wage or salary jobs, with regular hours and paid leave. One such form of employment is casual work.

Although casual employment has risen only modestly in recent years (from 21% in 1992 to 25% of employees ([end note 1](#)) in 2007 ([end note 2](#))), it is of particular interest because of concerns about the working conditions of casual workers ([end note 3](#), [end note 4](#)). These concerns include suggestions that casual job holders are less likely to be involved in workplace training than others, may have poorer career opportunities, less job security, or less flexible working arrangements. On the other hand, flexible arrangements associated with casual employment can assist employees not only in balancing their work and family responsibilities but also in balancing work and other commitments such as study.

In that context, the Commonwealth government introduced the **Fair Work Bill** on 25 November 2008, to give parents and other people caring for children under school age the right to make formal requests for flexible work arrangements. These provisions are intended to apply to all employees, including long-term casual workers and casuals whose jobs are ongoing. The Bill allows employers to refuse such requests only on reasonable business grounds.

This article investigates the job flexibility of casual employees, whether casual employees have as much flexibility in their working arrangements as other employees, and whether some casual employees have more flexibility than others. This article uses data from the 2007 Survey of Employment Arrangements, Retirement and Superannuation (SEARS) to shed light on these issues. SEARS was conducted in April to July 2007, on a representative sample of 14,100 households ([end note 5](#)) across Australia, prior to the introduction of the **Fair Work Bill**. It collected in-depth information on many aspects of the working arrangements of employed Australians, including aspects of job flexibility. A full list of SEARS data items is available from [User Guide: Employment Arrangements, Retirement and Superannuation, Australia, April to July 2007](#) (cat. no. 6361.0.55.002).

In this article, casuals are defined as employees (excluding owner managers of incorporated enterprises) who are not entitled to paid sick or holiday leave (the ABS proxy measure for casuals ([end note 6](#))). There were 8.3 million employees ([end note 1](#)) in 2007, 25% of whom were casuals, that is, they did not have paid leave entitlements.

This article focuses on those job flexibility characteristics available from SEARS which can be considered to give employees ([end note 1](#)) more control over when they work, specifically:

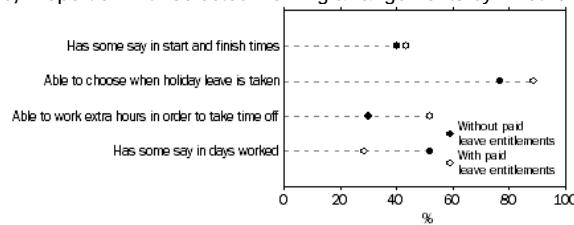
- whether a person has some say in their start and finish times
- whether a person is able to choose when holiday leave is taken
- whether a person is able to work extra hours in order to take time off, and
- whether a person has some say in days worked.

CASUALS HAD LESS JOB FLEXIBILITY THAN OTHERS

Apart from the issue of having some say in days worked, casuals were less likely to have flexible working arrangements than employees ([end note 1](#)) with paid leave entitlements (Graph 1).

The largest difference between casual employees and those with leave entitlements was in the ability to work extra hours in order to take time off. While 52% of employees ([end note 1](#)) with leave entitlements were able to do this, only 30% of casuals had this working condition. Casuals were less likely (77%) than employees ([end note 1](#)) with leave entitlements (89%) to be able to choose when holiday leave was taken. However, there was a similar proportion of employees ([end note 1](#)) with leave entitlements and casuals who had some say in their start and finish times (43% and 40% respectively).

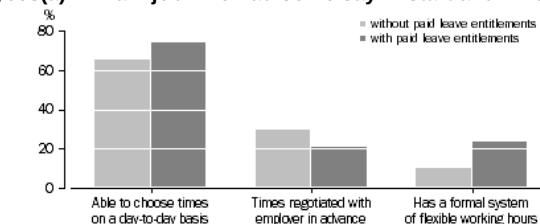
1. Employees(a) in main job, Proportion with selected working arrangements by whether has leave entitlements - 2007



(a) Employees excluding owner managers of incorporated enterprises.
Source: ABS Survey of Employment Arrangements, Retirement and Superannuation 2007.

In SEARS, employees ([end note 1](#)) who reported that they had some say in start and finish times were then asked whether they were able to choose start and finish times on a day to day basis. Casuals who had some say in start and finish times were less likely to be able to choose times on a day to day basis than employees¹ with leave entitlements (65% of casuals and 74% of employees ([end note 1](#)) with leave entitlements - Graph 2). Those who had some say in start and finish times were also asked if they worked under a formal system of flexible working arrangements. Again, in this respect casuals who had some say in start and finish times had less flexibility than employees ([end note 1](#)) with leave entitlements (10% of casuals compared with 24% of other employees ([end note 1](#))).

2. Employees(a) in main job who had some say in start and finish times - 2007

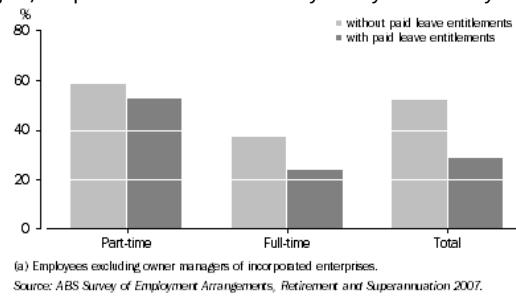


(a) Employees excluding owner managers of incorporated enterprises.
Source: ABS Survey of Employment Arrangements, Retirement and Superannuation 2007.

One aspect in which casuals had more flexibility was in having more say in the days of the week on which they worked (Graph 1 and 3). Whereas just 29% of employees ([end note 1](#)) with leave entitlements had some say in the days they worked in 2007, 52% of casuals had

this capability. This was in part due to the higher prevalence of part-time workers among casuals: more than 1 in 3 (69%) were working part-time compared with less than 1 in 5 employees with paid leave entitlements (17%). Overall, part-time employees (end note 1) were more than twice as likely to have a say in days worked than full-time employees (end note 1) (54%, compared with 25% of full-time employees (end note 1)) and the majority of full-time employees (end note 1) (71%) worked from Monday to Friday each week. When comparing part-time employees only, the difference between casuals and the other employees was much smaller: 57% of part-time casuals had a say in the days worked, compared with 53% of part-time non-casual employees (end note 1).

3. Employees(a) in main job, Proportion who had some say in days worked by whether has leave entitlements

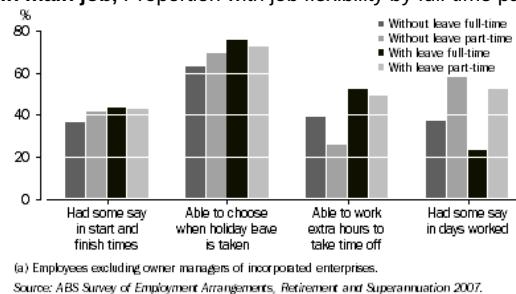


MORE FLEXIBILITY FOR PART-TIME THAN FULL-TIME CASUAL EMPLOYEES (end note 1)

In some respects, casuals were more likely to have some job flexibility if they worked part-time (Graph 4). In 2007 the proportion of part-time casuals who had some say in their start and finish times was 41% compared with 37% of full-time casuals. Similarly, 70% of part-time casuals were able to choose when holiday leave was taken compared with 63% of full-time casuals, and 58% of part-time casuals had a say in days worked compared with 37% for full-time casuals.

In contrast, part-time casuals were less likely to be able to work extra hours in order to take time off (26%) than those who worked full-time (39%). This may be explained by the fact that part-time casuals were more likely than full-time casuals to have hours which vary each week (37% compared to 30%). It appears that, for part-time casuals, working extra hours may not be as important a strategy for taking time off than it is for full-time casuals.

4. Employees(a) in main job, Proportion with job flexibility by full-time part-time status - 2007



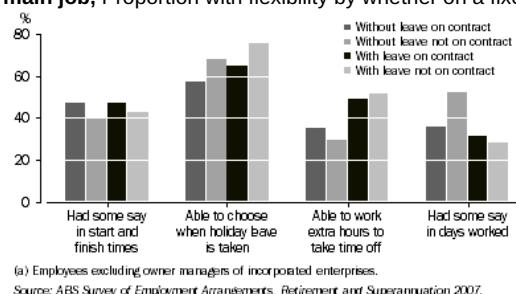
FLEXIBILITY FOR CASUALS ON FIXED-TERM CONTRACTS DIFFERENT TO OTHER CASUALS

Casuals working on a fixed-term contract had different patterns of job flexibility compared to other casuals. In some respects, working on a fixed-term contract was associated with more job flexibility than other forms of employment for casuals (Graph 5). In 2007 there were 588,800 employees (end note 1) who reported that they were working on a fixed-term contract, of whom 22% (127,400) were casuals.

Job flexibility was higher for casuals working on a fixed-term contract with regard to having some say in their start and finish times (47%) and their ability to work extra hours to take time off (36%) than for other casuals (40% and 30% respectively). In contrast, casuals on a fixed-term contract were less able to choose when holiday leave was taken (58% compared to 68% for other casuals) and when days were worked (36% compared with 53%).

Given that casuals on a fixed-term contract do not have paid holiday leave, when they take holiday leave may not be an important consideration, as they may choose to take time off after the contract expires.

5. Employees(a) in main job, Proportion with flexibility by whether on a fixed-term contract - 2007



GREATER JOB FLEXIBILITY FOR CASUAL EMPLOYEES IN THE PROFESSIONAL, SCIENTIFIC AND TECHNICAL SERVICES INDUSTRY

Job flexibility for employees varies across industries according to the activities and requirements of the workplace. The proportion of casuals in an industry may also have an impact on their working conditions. It may be that where there are larger proportions of casuals, working conditions may differ from other employees in the industry; on the other hand, where there are relatively few casuals, they may be treated similarly to other employees (end note 1).

In all industries, casuals had less flexibility than other employees ([end note 1](#)) for most measures, except that casuals in each industry were more likely to have a say in the days on which they worked. Furthermore, where casuals had low job flexibility, other employees ([end note 1](#)) in the same industry had low flexibility as well. Job flexibility was highest for casuals in the Professional, scientific and technical services industry: 69% of all casuals in this industry had a say in their start and finish times, 87% could choose when holidays were taken, 53% were able to work extra hours to take time off and 67% had a say in the days they worked each week (Table 6). Casuals in the Finance and insurance services industry also had higher flexibility than most other industries (67%, 89% and 45% respectively for the first three measures), though having some say in the days on which they worked was similar to the level for all casuals (51%, compared with 52%). However, in these industries, the proportion of casuals was relatively small (17% in Professional, scientific and technical services and 9% in Financial and insurance services).

Employees (end note 1) working in the Education and training industry were much less likely to have a choice in when holidays were taken than employees (end note 1) generally (38% in Education and training compared with 86% overall), as many of these employees (end note 1) are restricted to taking leave outside of teaching periods. However, casuals seemed to be less restricted than other employees (end note 1) in this industry: 47% of casuals in Education and training were able to choose when holidays were taken, compared with 37% of other employees (end note 1).

6. Employees in main job^(a), Selected working arrangements by Industry and whether has paid leave entitlements - 2007

	Employees(a)		Had some say in start and finish times		Could choose when holiday leave is taken		Could work extra hours to take time off		Some say in days worked	
	Without leave '000	With leave '000	Without leave %	With leave %	Without leave %	With leave %	Without leave %	With leave %	Without leave %	With leave %
Agriculture, forestry and fishing	70.1	61.1	44.9	54.7	73.4	88.7	40.7	64.9	52.5	37.9
Mining	18.7	125.9	*26.4	29.4	73.0	94.5	*31.2	45.6	31.3	15.4
Manufacturing	169.2	780.3	31.4	34.9	68.7	92.6	28.4	49.6	34.6	17.6
Electricity, gas, water and waste services	9.2	73.3	*55.0	59.9	*55.8	94.0	*36.0	65.8	*45.6	26.5
Construction	112.6	358.4	33.8	35.1	79.7	90.8	49.6	54.9	37.1	21.3
Wholesale trade	49.2	280.8	37.8	47.7	71.5	93.6	*23.0	54.4	44.2	22.9
Retail trade	438.7	603.3	37.9	40.1	83.3	95.9	26.0	51.3	58.0	35.9
Accommodation and food services	357.6	191.6	39.8	41.9	78.8	91.3	27.4	50.2	56.5	44.5
Transport, postal and warehousing	99.7	327.7	33.1	33.1	76.2	92.1	31.3	44.2	36.6	20.6
Information media and telecommunications	39.1	166.1	42.4	57.3	80.9	96.5	*24.6	59.8	54.1	36.0
Financial and insurance services	29.9	294.6	67.2	56.4	88.9	98.1	45.1	63.6	51.2	22.9
Rental, hiring and real estate services	41.5	114.1	46.2	42.7	69.7	97.2	*18.9	55.8	56.1	29.3
Professional, scientific and technical services	91.4	443.6	68.7	61.4	87.0	98.1	53.0	65.6	66.7	29.9
Administrative and support services	123.0	144.1	36.0	43.1	70.3	92.5	26.5	43.8	41.4	24.3
Public administration and safety	55.6	557.3	56.8	60.1	73.9	93.6	33.4	64.9	47.8	28.6
Education and training	112.0	612.0	29.1	35.2	46.5	37.0	20.3	32.4	50.5	23.5
Health care and social assistance	183.3	786.2	42.6	37.5	82.0	94.9	26.0	44.4	61.3	43.8
Arts and recreation services	49.8	71.2	34.6	49.7	83.5	90.5	24.7	53.2	64.2	32.8
Other services	57.5	211.6	48.0	40.5	79.4	95.0	36.8	56.8	47.9	27.5
Total(b)	2 109.8	6 204.4	40.0	43.3	76.8	88.6	29.9	51.6	51.7	28.5

* estimate is subject to sampling variability too high for most practical purposes

(a) Employees excluding owner managers of incorporated enterprises.

(b) Includes persons whose industry could not be determined.

Source: ABS Survey of Employment Arrangements and Superannuation 2007.

MORE JOB FLEXIBILITY FOR CASUAL CLERICAL AND ADMINISTRATIVE WORKERS

In the case of the first three aspects of job flexibility considered in this article, Clerical and administrative workers had the highest levels of job flexibility among casuals: 83% could choose when holidays were taken; 58% had some say in start and finish times and 44% were able to work extra hours in order to take time off (Table 7). The proportion of casuals in this occupation was smaller than most other occupations (19% of those who were Clerical and administrative workers were casuals compared with 25% for all occupations).

Across all major occupation groups, casuals were less likely than employees with leave entitlements to be able to choose when holiday leave was taken or work extra hours in order to take time off. However, for the majority of occupation groups, casuals were more likely than other employees to have some say in their start and finish times or to have some say in days worked. For example, one in three casual Labourers (33%) had some say in their start and finish times compared with only one in five (19%) Labourers with leave entitlements. Regarding having some say in days worked, 41% of casual Labourers had this working condition, compared with just 16% of Labourers with leave entitlements. As with job flexibility in different industries, occupations where casuals had low job flexibility also had low flexibility for other employees (**end note 1**).

7. Employees in main job^(a), Selected working arrangements by Occupation and whether has paid leave entitlements - 2007

Employees(a)		Had some say in start and finish times		Could choose when holiday leave is taken		Could work extra hours to take time off		Some say in days worked	
Without leave '000	With leave '000	Without leave %	With leave %	Without leave %	With leave %	Without leave %	With leave %	Without leave %	With leave %

Managers	70.2	790.1	45.3	69.6	78.2	93.5	42.0	58.2	48.4	35.9
Professionals	212.6	1 582.0	48.3	50.5	71.6	79.1	34.4	47.8	59.6	33.1
Technicians and trades workers	178.6	870.2	34.1	33.0	75.1	91.8	35.1	55.4	38.5	21.9
Community and personal service workers	314.5	477.5	37.1	29.2	77.3	83.1	24.6	37.6	57.7	36.5
Clerical and administrative workers	256.4	1 120.1	58.3	49.6	83.2	94.4	44.2	64.8	59.3	27.2
Sales workers	436.7	423.4	42.0	42.0	82.8	95.1	26.8	50.6	64.1	35.2
Machinery operators and drivers	162.6	450.1	26.3	19.4	72.6	90.6	29.6	42.5	32.2	14.5
Labourers	478.1	490.9	32.6	18.9	71.7	90.4	22.8	39.8	40.8	15.6
Total	2 109.8	6 204.4	40.0	43.3	76.8	88.6	29.9	51.6	51.7	28.5

(a) Employees excluding owner managers of incorporated enterprises.
 Source: ABS Survey of Employment Arrangements and Superannuation 2007.

FURTHER INFORMATION

For further information about the Survey of Employment Arrangements, Retirement and Superannuation, see [Employment Arrangements, Retirement and Superannuation, Australia, April to July 2007](#) (cat. no. 6361.0). This publication is available free of charge on the ABS web site <www.abs.gov.au>. An expanded confidentialised unit record file is also available - for more information, see [Microdata: Employment Arrangements, Retirement and Superannuation, Expanded CURF, Australia, April to July 2007](#) (cat. no. 6361.0.55.001) on the ABS web site.

For further information about the information presented in this article, please contact Ian Appleby in Canberra on (02) 6252 7181 or email <ian.appleby@abs.gov.au>.

END NOTES

1. Employees excluding owner managers of incorporated enterprises (OMIEs). Owner managers of incorporated enterprises are people who work in their own incorporated enterprise, that is, a business entity which is registered as a separate legal entity to its members or owners (also known as a limited liability company).
2. Australian Bureau of Statistics 2009, [Labour Market Statistics](#), Jan 2009, Data Cubes: Table 2: Employment Type 1992-2007, cat. no. 6105.0, ABS, Canberra.
3. Watson, I, 2004, [Contented Casuals in Inferior Jobs? Reassessing Casual Employment in Australia](#), Working paper no. 94, Australian Centre of Industrial Relations Research and Training, Sydney, <<http://www.wrc.org.au/documents/WP94.pdf>>, viewed 3 December 2008.
4. Wooden, M. and D Warren, 2003, [The Characteristics of Casual and Fixed-Term Employment: Evidence from the HILDA Survey](#), Working Paper 15/03, Melbourne Institute of Applied Economic and Social Research, Melbourne, <<http://www.melbourneinstitute.com/wp/wp2003n15.pdf>>, viewed 3 December 2008. The authors noted that many commentators consider growth in casual employment as an unfortunate byproduct of labour market reform, but they found by contrast that "non-standard employment is not necessarily seen as undesirable by workers".
5. Australian Bureau of Statistics 2008, [Employment Arrangements, Retirement and Superannuation, Australia](#), April to July 2007, cat. no. 6361.0, ABS, Canberra.
6. For more information on how casual employment may be defined, see 'Measures of Casual Employment' in [Australian Labour Market Statistics](#), October 2008, cat. no. 6105.0, ABS, Canberra.

Work and family balance (Feature Article)

WORK AND FAMILY BALANCE

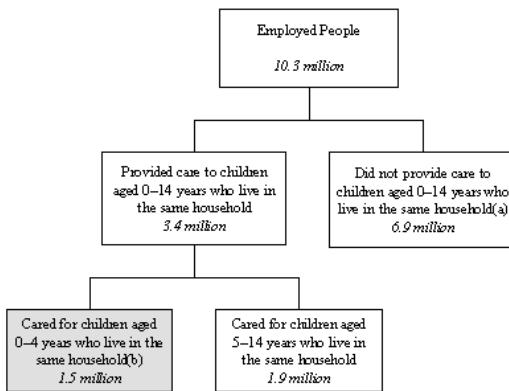
EMPLOYED PEOPLE CARING FOR YOUNG CHILDREN

INTRODUCTION

People who have young children may face many challenges in their effort to balance work and family life. Achieving this balance is important, not only for the welfare of the individuals and their children, but also for economic development, in general, by supporting the labour force participation of parents. ([end note 1](#))

The data used in this article are from the Survey of Employment Arrangements, Retirement and Superannuation (SEARS) 2007. The survey assumed that care was provided by any parent/guardian (aged 15 years and over) who had their own children aged 0-14 years living with them. In addition, other adults (aged 15 years and over) in the household were explicitly asked about their provision of care to any children in the household. Those who reported that they had provided care are included in this analysis.

1. Conceptual Framework



(a) Includes people who did not have children aged 0-14, and parents who did not live in the same household as the children aged 0-14, but who provided care for them.

(b) Includes people who also had children aged 5-14 living in the household.

The article looks at peoples' working arrangements, child care arrangements, and perceptions of time stress and work and family balance as reported by employed men and women with young children.

Of the 10.3 million employed people in April to July 2007, 3.4 million (33%) cared for children aged 0-14 years who lived in their own household. About 1.5 million (43%) employed people cared for children aged 0-4 years, 0.9 million (61%) of these were men and 0.6 million (39%) were women. The higher proportion of men reflects the fact that most men with young children (**end note 2**) were engaged in paid work (92%), while only half (50%) of women with young children (**end note 2**) were engaged in paid work.

2. Labour force status, by whether had young children(a)

	With young children(a)		Without young children(a)		Total	
	Males	Females	Males	Females	Males	Females
Employed ('000)	896.6	571.1	4 808.9	4 087.3	5 705.6	4 658.3
Unemployed ('000)	29.8	35.0	242.2	222.3	272.0	257.3
Labour Force ('000)	926.4	606.1	5 051.2	4 309.6	5 977.6	4 915.7
Not in the Labour Force ('000)	51.1	533.0	2 074.6	2 828.4	2 125.7	3 361.4
Total ('000)	977.5	1 139.1	7 125.7	7 137.9	8 103.3	8 277.1
Proportion employed (%)	91.7	50.1	67.5	57.3	70.4	56.3
Participation rate (%)	94.8	53.2	70.9	60.4	73.8	59.4

(a) Children aged 0-4 years living in the same household.

Source: ABS Survey of Employment Arrangements, Retirement and Superannuation 2007.

Age and sex

Of the 1.5 million employed people aged over 15 years with young children (**end note 2**), 1.4 million (94%) were aged 25-54 years. There was also a small proportion (0.1 million or 6%) of employed people (with young children²) in the 15-24 year old and 55 years and over age groups, in part reflecting the fact that caring for young children (**end note 2**) is not limited to parents and step-parents. A small proportion (3%) of employed people who reported that they cared for young children (**end note 2**) were grandparents, older siblings or other related and non-related household members.

The following analysis is limited to those employed people who were aged 25-54 years and provided care for young children (**end note 2**). This has been done in order to focus on those employed people within the age group often referred to as the 'prime working age', which is also the age at which most people have and raise children.

Hours usually worked

Usual working hours differ considerably between men and women with young children (**end note 2**). Men aged 25-54 years with young children (**end note 2**) were more likely than women to work longer hours, with half (50%) of these men usually working 45 hours per week or more. In contrast, one quarter (26%) of employed women aged 25-54 years with young children (**end note 2**) usually worked less than 16 hours per week, and two fifths (40%) worked between 16 and 35 hours. This reflects the fact that women tend to work fewer hours when first returning to paid work after having children, with their hours of work usually increasing as their children grow older.



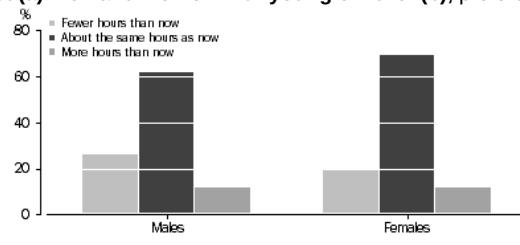
(a) Children aged 0-4 years living in the same household.

Source: ABS Survey of Employment Arrangements, Retirement and Superannuation 2007.

Preferred working hours

Many employed men and women with young children ([end note 2](#)) reported that they preferred their current hours, with 62% of men and 69% of women aged 25-54 years reporting that they preferred about the same number of hours they currently worked. However, over one quarter (26%) of employed men with young children ([end note 2](#)) reported that they would prefer fewer hours than they currently worked, while 19% of employed women with young children ([end note 2](#)) reported that they would prefer fewer hours.

4. Employed(a) men and women with young children(b), preference for hours



(a) Excludes contributing family workers.

(b) Children aged 0-4 years living in the same household.

Source: ABS Survey of Employment Arrangements, Retirement and Superannuation 2007.

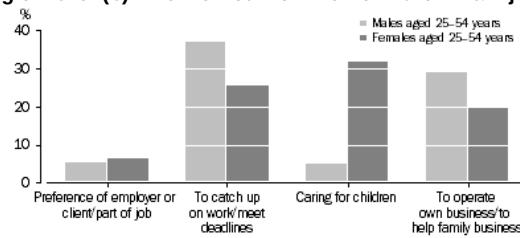
Of women with young children ([end note 2](#)) who reported wanting fewer hours, almost four fifths (79%) reported 'Caring for children' as the main reason they would like to work fewer hours. In contrast, of men with young children ([end note 2](#)) who reported wanting fewer hours, 31% reported 'Other family reasons' as the main reason that they would like to work fewer hours, followed by 'Caring for children' (22%) and 'Social reasons/recreational activities/free time' (21%).

Working patterns

The working patterns of employed people aged 25-54 years with young children ([end note 2](#)) varied by sex. Just under two thirds (61%) of employed men with young children ([end note 2](#)) worked only on weekdays in their main job, while 38% combined work on weekdays and weekends. In contrast, 73% of employed women with young children ([end note 2](#)) worked on weekdays only, with just 26% using a combination of weekday and weekend work. Of those who worked a combination of weekday and weekend work, over two fifths (42%) of men and almost one third (33%) of women would prefer to only work weekdays, taking into account the effect this would have on their income, including the effects of reduced working hours or the loss of penalty rates, or both.

Over two-fifths of men (40%) and women (44%) aged 25-54 years caring for young children ([end note 2](#)) reported working some hours from home in their main job in the previous week. Women were more likely to use working from home as a method of balancing work and caring responsibilities, with almost one third (32%) of women citing 'caring for children' as the main reason they worked from home, followed by 'catching up on work/meet deadlines' (26%). In comparison, only 5% of men who worked some hours at home reported 'caring for children' as the main reason, with the most commonly reported main reason being 'catching up on work/meet deadlines' (38%).

5. Employed(a) people caring for young children(b) who worked from home in their main job, Selected main reason works from home



(a) Excludes contributing family workers.

(b) Children aged 0-4 years living in the same household.

Source: ABS Survey of Employment Arrangements, Retirement and Superannuation 2007.

Job Flexibility

Over one quarter (27%) of male employees (excluding owner managers of incorporated enterprises) aged 25-54 years with young children ([end note 2](#)) had some say in the days on which they worked in their main job, compared with just over half (51%) of female employees ([end note 3](#)) aged 25-54 years with young children ([end note 2](#)). The higher proportion of female employees able to influence the days on which they worked reflects the fact that a higher proportion of women who cared for young children ([end note 2](#)) were 'casual'⁴ (26%, compared to just 12% of men) or worked part-time hours (64%, compared to 7%), giving them greater ability to change the days on which they work than men, who were more likely to be working full-time.

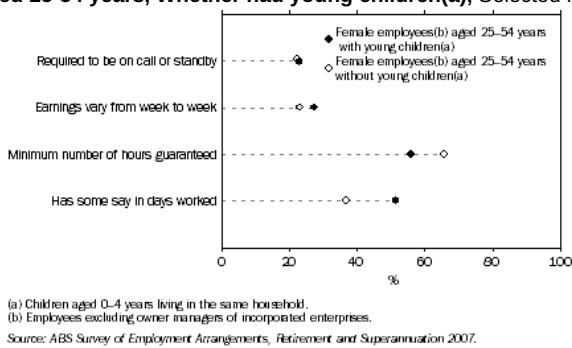
Male employees ([end note 3](#)) aged 25-54 years who cared for young children ([end note 2](#)) were more likely to have stable work hours than women, with 83% reporting guaranteed minimum hours, compared to over half (56%) of female employees aged 25-54 years who cared for young children ([end note 2](#)), again reflecting the higher proportion of women with young children ([end note 2](#)) working part-time. Male employees ([end note 3](#)) who cared for young children ([end note 2](#)) were more likely to be required to be on call or stand-by (32%, compared to 23% of women), however, female employees ([end note 3](#)) were more likely to have earnings that varied from week to week (27%, compared to 19% for men).

There was little difference between male employees ([end note 3](#)) aged 25-54 years with young children ([end note 2](#)) and those without young children ([end note 2](#)) on all four measures of job flexibility. In contrast, job flexibility varied for female employees ([end note 3](#)) aged 25-54 years depending on whether they had young children ([end note 2](#)).

Female employees aged 25-54 years with young children ([end note 2](#)) were more likely than female employees ([end note 3](#)) without young children ([end note 2](#)) to be able to influence the days on which they worked, with 51% of women with young children ([end note 2](#)) and 37% of women without young children² having had some say in the days on which they worked. In contrast, a similar proportion of female

employees ([end note 3](#)) with young children ([end note 2](#)) (27%) and without young children ([end note 2](#)) (23%) had earnings that varied from week to week. Finally, having a minimum number of hours guaranteed was more common for women without young children ([end note 2](#)) (65%) than those with young children ([end note 2](#)) (56%), reflecting the fact that a higher proportion of women with young children ([end note 2](#)) work in part-time employment.

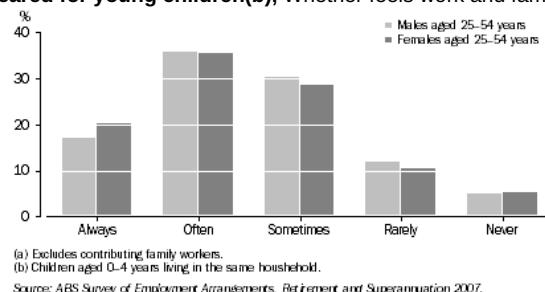
6. Employed women aged 25-54 years, Whether had young children(a), Selected measures of Job Flexibility



Work and family balance

Just over half of employed people aged 25-54 years who cared for young children ([end note 2](#)) reported that their work and family responsibilities were generally in balance, with 53% of men and 56% of women reporting that they felt their work and family responsibilities were always or often in balance. Over one quarter of men (30%) and women (29%) with young children ([end note 2](#)) reported that they sometimes felt that their work and family responsibilities were in balance. The proportion of employed men and women with young children ([end note 2](#)) who reported that their work and family responsibilities were rarely or never in balance was 17% for men and 16% for women.

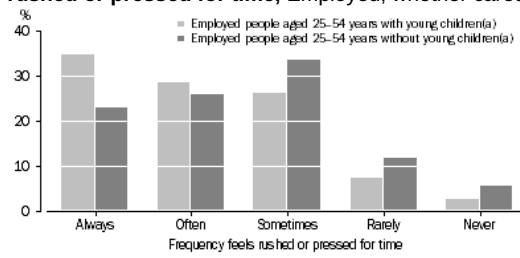
7. Employed(a) people who cared for young children(b), Whether feels work and family responsibilities are in balance



Time stress

Employed people aged 25-54 years with young children ([end note 2](#)) tended to report higher levels of time stress than employed people aged 25-54 years without young children ([end note 2](#)). Almost two thirds (64%) of employed people aged 25-54 years with young children ([end note 2](#)) reported always or often feeling rushed or pressed for time, compared to almost half (49%) of employed people without young children ([end note 2](#)). Women aged 25-54 years who cared for young children ([end note 2](#)) were more likely to report higher levels of time stress than men who cared for young children ([end note 2](#)), with almost three quarters (74%) reporting that they always or often felt rushed or pressed for time, compared with 57% of men.

8. Frequency feels rushed or pressed for time, Employed, whether cared for young children(a)



Trying to balance work and family responsibilities was the main reason given by both men (55%) and women (66%) with young children ([end note 2](#)) for reporting that they always or often felt rushed or pressed for time.

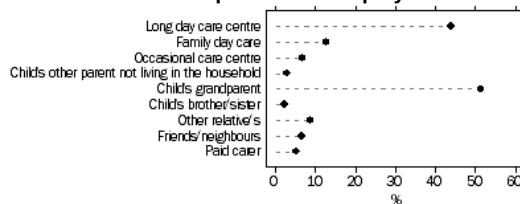
The labour force status of families also had a considerable impact on the reported time stress of people with young children, with almost half (49%) of employed single parents with young children ([end note 2](#)) and over one third (37%) of employed adults in couple families with young children ([end note 2](#)) reporting that they always felt rushed or pressed for time. In comparison, just over a quarter (28%) of couple families in which one parent was employed and one parent was not employed reported always feeling rushed or pressed for time.

Child care arrangements

Families ([end note 5](#)) with young children ([end note 2](#)) in which at least one parent was employed often used some form of formal or

informal child care. Two thirds (66%) of these families (**end note 5**) used some type of formal or informal child care in the previous week. Care provided by the child's grandparent(s) was commonly used, with over half (51%) of families (**end note 5**) who used child care using this form of care. Long day care centres were also commonly used, with 42% of families (**end note 5**) reporting that they used this form of care.

9. Families(a) with young children(b) in which at least one parent was employed who used childcare, Type of childcare used(c)(d)



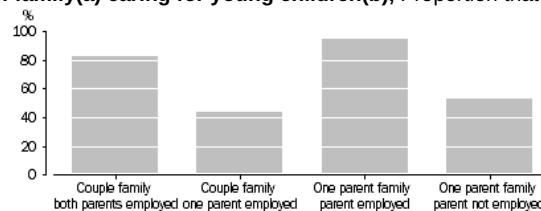
(a) Families in which at least one parent was aged between 25-54 years.
 (b) Children aged 0-4 years living in the same household.
 (c) Families may have used more than one type of child care arrangement.
 (d) Includes child care used for children aged 5-14 years in the same household.

Source: ABS Survey of Employment Arrangements, Retirement and Superannuation 2007.

The employment status of parents within these families had a considerable impact on whether child care was used, and what type of care was used. For one parent families where the parent was working, 95% used child care in the previous week, with over half (54%) of these families using a combination of formal and informal care. Of those one parent families who used child care, long day care was most commonly used (57%), followed by the child's grandparent (43%).

Over half (54%) of one parent families in which the parent was aged 25-54 years and was not working also used some form of child care in the previous week, indicating that despite the fact that the parent was not working, there was still a need for some form of child care.

10. Labour force status of family(a) caring for young children(b), Proportion that used some form of child care



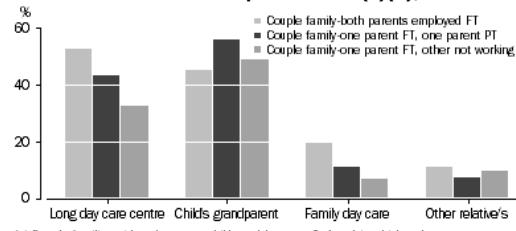
(a) Families in which at least one parent was aged between 25-54 years.
 (b) Children aged 0-4 years living in the same household.

Source: ABS Survey of Employment Arrangements, Retirement and Superannuation.

For couple families (**end note 5**) in which both parents were employed, 83% of families used some form of child care. Of these, 31% used only formal child care, 35% used only informal child care, and 34% used a combination of formal and informal care. In contrast, for those couple families with young children² in which only one parent was employed, less than half (44%) used some form of child care in the previous week.

Whether parents in couple families were employed full-time or part-time also had an influence on the type of child care used. Care provided by the child's grandparent(s) was a commonly used form of child care by all couple families, with the family's full-time/part-time status only making a small difference in the use of this form of child care. Couple families in which both parents worked full-time were more likely to use formal child care arrangements such as Long day care centres (53%) and Family day care (20%) than couple families in which one parent was employed full-time and the other part-time (43% and 11% respectively). In couple families in which one parent was full-time and the other was not employed, formal child care arrangements were still used, though to a lesser extent, with one third (33%) using Long day care centres, and 7% using Family day care.

11. Full-time/Part-time status of couple families(a)(b), Selected child care used



(a) Couple families with at least one child aged between 0-4 and in which at least one parent was aged between 25-54 years.
 (b) Excludes multiple family households.

Source: ABS Survey of Employment Arrangements, Retirement and Superannuation 2007.

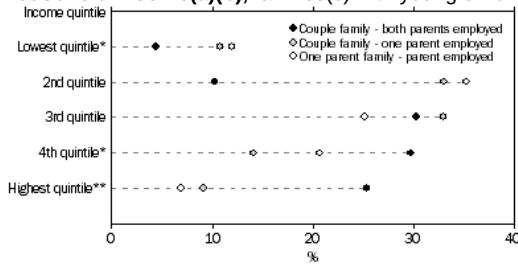
Income

The equivalised gross weekly household income (**end note 6**) of families with young children (**end note 2**) differed considerably depending on the labour force status of both the parents. Equivalence scales are used to adjust the actual incomes of households so that the relative well being of households of differing sizes and compositions can be compared. For example, it would be expected that a two-person household would usually need more income than a lone person household, if the two households are to enjoy the same standard of living. When household income is adjusted according to an equivalence scale, the equivalised income can be viewed as an indicator of the economic resources available to each individual in a household.

Couple families (**end note 4**) with young children (**end note 2**) in which both parents worked generally had high equivalised household incomes, with 30% having incomes in the 3rd quintile, another 30% in the 4th quintile, and one quarter (25%) having incomes in the highest quintile. Couple families in which only one parent worked had equivalised household incomes that were lower, with one third (33%) having incomes in the 2nd quintile, another one third (33%) in the 3rd quintile, and just 14% having incomes in the 4th quintile.

One parent families with young children² in which the parent was employed tended to have equivalised household incomes that were in the middle of the range, with over one third (35%) having equivalised household incomes in the 2nd quintile, over a quarter (25%) in the 3rd quintile, and just 21% in the 4th quintile.

12. Equivalised household income(a)(b), families(c) with young children(d), 25-54 years



* One parent family - parent employed had RSE greater than 25%

** One parent family - parent employed had RSE greater than 50%

(a) Excludes multiple family households.

(b) Equivalised household income quintiles exclude households where income was not known or not stated.

(c) Families in which at least one parent was aged between 25-54 years.

(d) Children aged 0-4 years living in the same household.

Source: ABS Survey of Employment Arrangements, Retirement and Superannuation 2007.

Further Information

For further information about the Survey of Employment Arrangements, Retirement and Superannuation, see [Employment Arrangements, Retirement and Superannuation, Australia, April to July 2007](#) (cat. no. 6361.0). This publication is available free of charge on the ABS website www.abs.gov.au.

For further information about the information presented in this article, please contact Penny Boyd in Canberra on (02) 6252 5884 or email penny.boyd@abs.gov.au.

End Notes

1. Babies and Bosses - reconciling work and family life: A synthesis of findings for OECD countries, 2007, OECD Publishing.
2. Children aged 0-4 years living in the same household.
3. Employees excluding owner managers of incorporated enterprises.
4. Casual employees are defined as those employees (excluding owner managers of incorporated enterprises) without paid leave entitlements.
5. Families in which at least one parent was aged between 25-54 years.
6. The equivalence factor derived using the 'modified OECD' equivalence scale is determined by allocating points to each person in a household. The first adult in the household is given a weight of 1 point, each additional person aged 15 years and over is allocated 0.5 points, and each child under 15 years is allocated 0.3 points. Equivalised household income is derived by dividing the total household income by a factor equal to the sum of the equivalence points allocated to the household members. The equivalised income of a lone person household is the same as its unequivalised income.

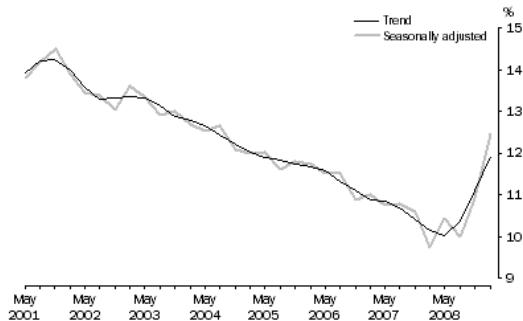
Spotlight Labour Underutilisation (Feature Article)

SPOTLIGHT LABOUR UNDERUTILISATION

UNDERUTILISATION CONTINUES TO INCREASE

In seasonally adjusted terms the quarterly labour force underutilisation rate (QLFUR) was 12.5% in February 2009, an increase of 1.5 percentage points from November 2008 (10.9%). This represents the largest quarter to quarter movement of the seasonally adjusted data since the series started in May 2001. As a result of this increase, the trend QLFUR was 11.9% in February 2009, an increase of 1.9 percentage points from the trend low observed in May 2008 (10.0%).

1. Quarterly labour force underutilisation rate, Persons - May 2001 - Feb 2009

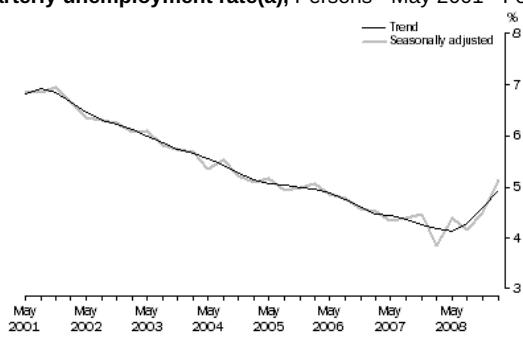


Components of underutilisation

The QLFUR can also be thought of as the sum of the quarterly unemployment rate and the quarterly underemployment rate. Since May 2008, increases in both the trend quarterly unemployment rate and the trend quarterly underemployment rate have contributed to the increase in the QLFUR.

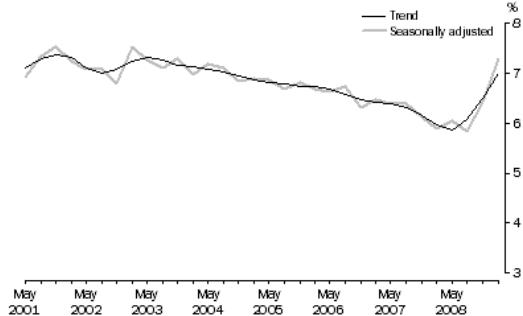
The trend quarterly unemployment rate increased from 4.1% in May 2008 to 4.9% in February 2009, while the trend quarterly underemployment rate increased from 5.9% to 7.0%, respectively.

2. Quarterly unemployment rate(a), Persons - May 2001 - Feb 2009



(a) The quarterly unemployment rate is compiled using data collected in the quarter months and may differ slightly from the official monthly unemployment rate.

3. Quarterly underemployment rate, Persons - May 2001 - Feb 2009



FURTHER INFORMATION

For further data regarding the quarterly measures of labour underutilisation please see Tables 4.1 to 4.4 in this publication. For further information about any of the measures mentioned in this article, please contact Bjorn Jarvis (ph (02) 6252 6552 or email <bjorn.jarvis@abs.gov.au>).

Explanatory Notes

Explanatory Notes

EXPLANATORY NOTES

INTRODUCTION

1 Australian Labour Market Statistics brings together a range of ABS labour statistics to present a statistical summary of the Australian labour market. It has been developed primarily as a reference document, and provides a broad basis for labour analysis and research.

2 In addition to data from the Labour Force Survey (LFS), this publication contains statistics from a range of other ABS labour surveys

including Average Weekly Earnings, the Labour Price Index, Job Vacancies, Employment and Earnings - Public Sector, and Industrial Disputes. The publication also includes summary data from recently released labour force supplementary surveys.

3 This publication includes international data for selected labour market indicators.

LABOUR STATISTICS CONCEPTS, SOURCES AND METHODS

4 The concepts and definitions underpinning ABS labour statistics align closely with the standards and guidelines set out in Resolutions of the International Conference of Labour Statisticians. Descriptions of the underlying concepts of Australia's labour market statistics, and the sources and methods used in compiling the estimates, are presented in [Labour Statistics: Concepts, Sources and Methods](#) (cat. no. 6102.0.55.001), which is available on the ABS website at <<https://www.abs.gov.au>> [Themes - People - Labour - [Labour Statistics: Concepts, Sources and Methods](#)].

5 For an explanation of terms used in this publication, refer to the Glossary.

LABOUR STATISTICS THEME PAGE

6 The Labour Statistics theme page is a portal to all labour statistics and related information residing on the ABS website. The page contains hyperlinks to [Labour Statistics: Concepts, Sources and Methods](#) (cat. no. 6102.0.55.001); information about labour related surveys; and a help page for respondents to ABS labour related surveys. The Labour Theme Page can be accessed at <<https://www.abs.gov.au>> [Themes - People - Labour].

SEASONALLY ADJUSTED AND TREND ESTIMATES

7 Series in this publication include **original**, **seasonally adjusted** and **trend** series. Special care should be taken in interpreting data for the most recent months and quarters, as some of the original and all of the seasonally adjusted and trend series are subject to revision.

8 It is not uncommon for movements in original time series data and those provided from seasonally adjusted and trend series to differ. Movements in a time series of original data may reflect several factors, including:

- longer-term changes in the item being measured (i.e. trend movements)
- short-term irregular changes
- regular seasonal influences
- normal 'trading', 'working' or 'pay' day patterns
- systematic holiday effects.

9 Seasonal adjustment is a means of removing the estimated effects of normal seasonal variation from the series so that the effects of other influences on the series can be more clearly recognised. Seasonal adjustment does not aim to remove the irregular or non-seasonal influences which may be present in any particular month. This means that month-to-month movements of the seasonally adjusted estimates may not be reliable indicators of trend behaviour.

10 The Labour Force Survey uses the concurrent seasonal adjustment method to derive seasonal factors. Concurrent seasonal adjustment uses data up to the current month to estimate seasonal factors for the current and all previous months. This process can result in revisions each month to estimates for earlier periods. However, in most instances, the only noticeable revisions will be to the seasonally adjusted estimates for the previous month and one year prior to the current month.

11 Seasonal adjustment is able to remove the effect of events which occur at the same time in the survey every year. However, there are some events, like holidays, which are not always at the same time in the survey cycle or which are not at the same time across Australia. The effects of these types of events on Labour Force Survey estimates cannot in all cases be removed, because the pattern of their effects cannot be determined. However, two events which are adjusted for in the seasonally adjusted series are the January interview start date and the timing of Easter.

12 Trend estimates help the user to identify the underlying magnitude and direction of a time series. Seasonal adjustment removes the effect of the last three listed influences from the data, leaving only trend and short-term irregular movements. Trend estimates are then obtained by removing the effects of the short-term irregularities, which in some series can be a major contributor to movements in the original data.

13 Trend estimates are produced by smoothing the seasonally adjusted series using a statistical procedure based on Henderson moving averages. At each time point in a series, a trend estimate is calculated using a centred x-term Henderson moving average of the seasonally adjusted series. The moving averages are centred on the point in time at which the trend is being estimated. The number of terms used to calculate the trend varies across surveys. Generally, ABS monthly surveys use a 13-term moving average and quarterly surveys use a 7-term moving average.

14 Estimates for the most recent time points cannot be calculated using the centred average method as there are insufficient data to do so. Instead, alternative approaches that approximate the smoothing properties of the Henderson moving average are used. This can lead to revision in the trend estimates for the most recent time periods until sufficient data are available to calculate the trend using the centred Henderson moving average. Revisions of trend estimates will also occur with revisions to the original data and re-estimation of seasonal adjustment factors.

15 Seasonal factors are reviewed at least annually for ABS labour series, to take account of additional original data. The results of the latest reviews were used to compile the trend estimates given in this publication. For further information about the most recent reviews of seasonal factors for the labour surveys, see the following publications:

- for labour force see [Labour Force, Australia](#) (cat. no. 6202.0)
- for labour price index see [Labour Price Index, Australia](#) (cat. no. 6345.0)
- for average weekly earnings see [Average Weekly Earnings, Australia](#) (cat. no. 6302.0)
- for public sector employees see [Employment and Earnings, Public Sector, Australia, 2007-08](#) (cat. no. 6248.0.55.002)
- for job vacancies see [Job Vacancies, Australia](#) (cat. no. 6354.0).

16 The general methods used in the ABS for estimating trends are described in [Information Paper: A Guide to Interpreting Time Series - Monitoring Trends](#) (cat. no. 1349.0).

RELIABILITY OF ESTIMATES

17 Estimates in this publication are subject to two types of error:

- sampling error - errors that occur because the data were obtained from a sample rather than the entire population
- non-sampling error - errors that occur at any stage of a survey and can also occur in a census, e.g. incorrect responses to questions, processing errors, frame deficiencies.

18 For more information on these sources of error, and on measures of these types of errors, including standard errors, refer to the main publications associated with each of the data series presented in this publication (see the relevant sections later in these Explanatory Notes). More information on standard errors applying to LFS estimates is contained in [Information Paper: Labour Force Survey Standard Errors, 2005](#) (cat. no. 6298.0). To assist users, a spreadsheet incorporating the revised standard error models using composite estimation is available from [Labour Force Survey Standard Errors, Data Cube, 2007](#) (cat. no. 6298.055.001).

ROUNDING

19 Estimates have been rounded and discrepancies may occur between sums of the component items and totals.

LABOUR FORCE SURVEY DATA

Description of the survey

20 Data in tables 1.1-1.7, 2.1-2.10, 3.1-3.3, and 4.1 to 4.6 are obtained from the Labour Force Survey (LFS), which provides extensive information about the labour market on a monthly basis. The LFS is a component of the Monthly Population Survey (MPS), which includes the LFS and supplementary surveys.

Monthly Population Survey

21 The MPS is a population survey based on a multi-stage area sample of private dwellings (currently about 23,000 houses, flats, etc.), and list samples of discrete Indigenous communities and non-private dwellings (hospitals, hotels, motels, etc.), and covers about 0.24% of the population of Australia. The information is obtained from occupants of selected dwellings by interviewers, with the first interview conducted face-to-face and subsequent interviews over the telephone. Once selected, households are included for eight consecutive months before being replaced.

Labour Force Survey

22 The LFS has been conducted on a monthly basis since February 1978. Prior to that, from 1964 to 1978, a national survey was conducted quarterly. Telephone interviewing was introduced between August 1996 and February 1997. New questionnaires have been introduced periodically, most recently in April 2001.

23 The LFS includes all usual residents of Australia aged 15 and over except:

- members of the permanent defence forces
- certain diplomatic personnel of overseas governments, customarily excluded from census and estimated population counts
- overseas residents in Australia
- members of non-Australian defence forces (and their dependants) stationed in Australia.

24 From July 1993, Jervis Bay Territory has been excluded from the scope of the LFS.

Supplementary surveys

25 The supplementary surveys collect additional data on a different topic each month. Many topics covered are rotated on an annual or less frequent basis, while others are included once only. Results from each supplementary survey topic are released separately. A list of topics covered in recent years is in Appendix 3.

26 The supplementary surveys include a subset of the persons included in the LFS (see paragraph 20). The additional exclusions for most supplementary surveys are:

- persons living in private dwellings in remote and sparsely settled parts of Australia
- institutionalised persons
- boarding school pupils.

Multi-Purpose Household Survey

27 The Multi-Purpose Household Survey (MPHS) was introduced in 2004-05. This survey vehicle is designed to provide statistics annually for a number of small, self contained topics, including a number of labour related topics. Data for MPHS topics are collected each month over a financial year. A list of topics covered in recent years is in Appendix 3.

28 In addition to those already excluded from the LFS, the following people are excluded from most MPHS topics:

- people under 15 years

- people living in private dwellings in very remote parts of Australia
- people living in non-private dwellings such as hotels, university residences, students at boarding schools, patients in hospitals, residents of homes (e.g. retirement homes, homes for people with disabilities) and inmates of prisons
- visitors to private dwellings.

29 Depending on the topic, there may be further exclusions from scope. For example, some MPHS topics collect information only from a certain population or interest group (e.g. information on retirement and retirement intentions is collected from people aged 45 years or over).

Reference period

30 Interviews are generally conducted during the two weeks beginning on the Monday between the 6th and 12th of each month, with questions relating to the week prior to the interview (the reference week).

Notes on data

31 From time to time, changes to survey methodology affect the time series produced. Some examples of changes to this survey are: new questions added to the LFS questionnaire in April 2001; and the introduction of telephone interviewing in 1996-97.

32 In February 2004 the definition of unemployed persons was changed to include all persons who were waiting to start work and were available to start in the reference week, with consequent revisions to data from April 2001 to January 2004. For further details, see [**Information Paper: Forthcoming Changes to Labour Force Statistics, 2003**](#) (cat. no. 6292.0).

33 In May 2007, an improved method of estimation, known as composite estimation, was introduced into the Labour Force Survey. In introducing this change the ABS revised unit record data from April 2001 to April 2007 based on the new estimation method. While estimates for periods prior to April 2001 are unrevised and were compiled using a different estimation method, no trend break was identified in the employed persons series. Also, no change was identified in the trend breaks in the unemployed persons and unemployment rate series which arose with the introduction of a redesigned survey form in April 2001. For further details, see [**Information Paper: Forthcoming Changes to Labour Force Statistics, 2007**](#) (cat. no. 6292.0).

34 The sample size of the Labour Force Survey for July 2008 was reduced by 24% when compared with the June 2008 sample. Detailed information about the sample reduction is provided in [**Information Paper: Labour Force Survey Sample Design, Nov 2007 \(Second edition\)**](#) (cat. no. 6269.0), which was released on 25 July 2008.

35 The reduced sample will still be representative, with selections made across all parts of Australia. However, there will be increased volatility in the estimates, particularly the original and seasonally adjusted estimates. Therefore, the ABS continues to encourage users to focus on trend estimates.

Population benchmarks

36 Labour Force Survey estimates are calculated in such a way as to add up to independent estimates of the civilian population aged 15 years and over (population benchmarks). These population benchmarks are projections of the most recently released quarterly Estimated Resident Population (ERP) data. For information on the methodology used to produce the ERP see [**Australian Demographic Statistics Quarterly**](#) (cat. no. 3101.0). To create the population benchmarks for the Labour Force Survey, the most recently released quarterly ERP estimates are projected forward one quarter past the period for which they are required. The projection is based on the historical pattern of each population component - births, deaths, interstate migration and overseas migration. By projecting one quarter past that needed for the current population benchmarks, demographic changes are smoothed in, thereby making them less noticeable in the population benchmarks.

37 The ERP series are revised annually in the March quarter issue of [**Australian Demographic Statistics Quarterly**](#) (cat. no. 3101.0), released in September each year, to incorporate more up to date information available for the population components. The revised ERP estimates are used to update the quarterly population projections used in creating the Labour Force Survey population benchmarks. Benchmarks already used in producing the Labour Force Survey estimates are not updated. A process of smoothing is used in the creation of population benchmarks to reduce the effect of these annual revisions to ERP estimates on the Labour Force Survey population benchmarks.

38 Every five years the ERP series are revised to incorporate additional information available from the latest Census of Population and Housing. Following the incorporation of Census information, the ERP series prior to the latest Census are final and subject to no further revision. Labour Force Survey population benchmarks, and the estimates, are revised following this 5-yearly revision in the ERP. From the February 2009 issue of this publication, labour force estimates have been compiled using population benchmarks based on the results of the 2006 Census of Population and Housing. Revisions were made in that issue to historical labour force estimates from January 2001 to January 2009.

Estimation method

39 The estimation method used in the Labour Force Survey is Composite Estimation, which was introduced in May 2007. Composite Estimation combines data collected in the previous six months with current month's data to produce the current month's estimates, thereby exploiting the high correlation between overlapping samples across months in the Labour Force Survey. The Composite Estimator combines the previous and current months' data by applying different factors according to length of time in the survey. After these factors are applied, the seven months of data are weighted to align with current month population benchmarks. For details see [**Information Paper: Forthcoming Changes to Labour Force Statistics, 2007**](#) (cat. no. 6292.0).

Families series

40 The families estimates use family relationship information collected as part of the LFS. The survey questions used to determine family relationships are restricted to persons enumerated as usual residents of private dwellings. That is, the following persons are excluded from the family estimates:

- all persons enumerated in non-private dwellings (including hotels, motels, hospitals and other institutions)

- persons enumerated as visitors to (rather than usual residents of) private dwellings.

41 Family relationship information is determined for persons enumerated as usual residents of private dwellings that are in scope of LFS. This information is also determined for some additional persons who are enumerated as usual residents of private dwellings and are:

- aged less than 15 years
- out of scope of the LFS (i.e. persons who are permanent members of the Australian defence forces)
- away from their usual residence for more than six weeks
- for whom there was not a fully completed LFS questionnaire (but sufficient family relationship information was collected).

Further information and data on the LFS

42 LFS estimates are published monthly in **Labour Force, Australia** (cat. no. 6202.0). A series of time series spreadsheets are released at the same time as this publication under cat. no. 6202.0.55.001. More detailed estimates are released, in electronic format, one week later, under cat. no. 6291.0.55.001 for monthly data, or cat. no. 6291.0.55.003 for quarterly data. All electronic data can be accessed via the ABS website at <<https://www.abs.gov.au>>. Additional data are available on request.

43 For further information about the range of LFS products and services, and the concepts and methodology used in the LFS, refer to **Information Paper: Changes to Labour Force Survey Products** (cat. no. 6297.0) and **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001).

INTERNATIONAL DATA

44 Table 1.8 contains data from the International Labour Organisation.

45 Estimates of key indicators of the labour markets from various countries have been included for comparison with Australian estimates of labour force participation, employment, unemployment and unemployment rates.

EMPLOYER SURVEY DATA

46 Tables 2.11-2.12, 5.1-5.3, 6.1-6.2 and 7.1 of this publication contain data from ABS employer surveys.

Scope of employer surveys

47 Except where otherwise noted, the sample for ABS labour employer surveys is selected from the ABS Business Register, which is primarily based on registrations to the Australian Taxation Office's (ATO) Pay As You Go Withholding scheme. The population is updated quarterly to take account of new businesses, businesses that have ceased employing, changes in employment levels, changes in industry, and other general business changes. Businesses excluded from the scope of the employer surveys are:

- those primarily engaged in Agriculture, forestry and fishing (except for the Survey of Employment and Earnings)
- private households employing staff
- overseas embassies, consulates, etc.
- those located outside Australia.

PUBLIC SECTOR EMPLOYEES DATA

Description of the survey

48 Tables 2.11 and 2.12 contain employment data from the Survey of Employment and Earnings - Public Sector (SEE).

49 The Survey of Employment and Earnings was conducted on a quarterly basis from the September quarter 1983. The June quarter 2007 issue of the publication **Wage and Salary Earners, Public Sector, Australia** (cat. no. 6248.0.55.001) was the final issue. The quarterly survey has been replaced with an annual survey commencing with the 2007-08 reference year with data available in the publication **Employment and Earnings, Public Sector, Australia, 2007-08** (cat. no. 6248.0.55.002). The survey measures both the number of public sector wage and salary earners employed at the last pay period of the financial year and their total earnings.

Reference period

50 The reference period for employment is the last pay period of the financial year.

Notes on data

51 The private sector component of the Survey of Employment and Earnings was discontinued after the December quarter 2001.

52 The privatisation of Telstra Corporation in November 2006 significantly impacted the public sector employment series. Telstra Corporation was effectively privatised on 20 November 2006. For the purpose of ABS statistics this change from public sector to private sector is effective from March quarter 2007. For more information please see **Information Paper: Future Treatment of Telstra in ABS Statistics, 2007** (cat. no. 8102.0).

53 As a result of privatisation, Telstra Corporation was no longer in the scope of SEE, and Telstra data were excluded from the series from March quarter 2007. As a result, a trend break was applied to the Commonwealth government and total public sector employees series between November 2006 and February 2007.

Further information

54 For further information about data relating to public sector employees, and the concepts and methodology used, refer to [Employment and Earnings, Public Sector, Australia, 2007-08](#) (cat. no. 6248.0.55.002), and [Labour Statistics: Concepts, Sources and Methods](#) (cat. no. 6102.0.55.001).

WAGE PRICE INDEX DATA

55 Table 5.1 contains data from the [Labour Price Index, Australia](#) (cat. no. 6345.0) publication.

Description of the survey

56 The Labour Price Index (LPI) measures change in the price of labour in the Australian labour market, unaffected by changes in the quality or quantity of work performed. i.e. it is unaffected by changes in the composition of the labour force, hours worked, or changes in characteristics of employees (e.g. work performance). In the LPI, index numbers are compiled for a range of wage and non-wage costs. Information about the wage price indexes has been released for each quarter since September 1997. Approximately 20,000 matched jobs from 4,800 businesses are priced each quarter.

Reference period

57 The reference period for the survey is the last pay period ending on or before the third Friday of the mid-month of the quarter.

Further information

58 For further information about the range of products and services relating to the Wage Price Index, and the concepts and methodology used, refer to [Labour Price Index, Australia](#) (cat. no. 6345.0), the associated time series spreadsheets available from the ABS website and [Labour Price Index, Concepts, Sources and Methods](#) (cat. no. 6351.0.55.001).

AVERAGE WEEKLY EARNINGS DATA

59 Table 5.2 contains data from the Survey of Average Weekly Earnings (AWE).

Description of the survey

60 The Survey of Average Weekly Earnings has been conducted quarterly since August 1981. Approximately 5,500 businesses contribute to the survey each quarter. The purpose of the survey is to measure average gross weekly earnings of employee jobs in Australia.

61 Average weekly earnings statistics represent average gross (before tax) earnings of employees and do not relate to average award rates nor to the earnings of the 'average person'. Estimates of average weekly earnings are derived by dividing estimates of weekly total earnings by estimates of number of employees. Changes in the averages may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the wage and salary earner segment of the labour force.

Reference period

62 The reference period for the survey is the last pay period ending on or before the third Friday of the middle month of the quarter. For non-weekly payrolls, businesses are asked to provide one week's portion.

Notes on data

63 The privatisation of Telstra Corporation in November 2006 has significantly impacted on the private sector and public sector average weekly earnings series. Telstra Corporation was effectively privatised on 20 November 2006. For the purposes of ABS statistics this change from public sector to private sector is effective from March quarter 2007. The effect of this change is significant for both the private sector and public sector series. As a result, a trend break has been applied to both series between November 2006 and February 2007. For more information please see [Information Paper: Future Treatment of Telstra in ABS Statistics, 2007](#) (cat. no. 8102.0).

Further information

64 For further information about average weekly earnings statistics and the concepts and methodology used refer to [Average Weekly Earnings, Australia](#) (cat. no. 6302.0), and [Labour Statistics: Concepts, Sources and Methods](#) (cat. no. 6102.0.55.001).

NATIONAL ACCOUNTS DATA

65 Table 5.3 contains data from the Australian National Accounts.

66 Estimates of compensation of employees are contained within the Income Accounts of the Australian National Accounts, which are published in [Australian System of National Accounts](#) (cat. no. 5204.0) and [Australian Economic Indicators](#) (cat. no. 1350.0). For further information on how estimates are obtained, see [Australian System of National Accounts: Concepts, Sources and Methods](#) (cat. no. 5216.0).

INDUSTRIAL DISPUTES DATA

67 Tables 6.1 and 6.2 contain data from the Industrial Disputes collection.

Description of the survey

68 The ABS has been collecting information about industrial disputes since 1913. The Industrial Disputes collection produces estimates of the number of industrial disputes (where ten or more working days are lost), employees involved, and working days lost.

69 The scope of the Industrial Disputes collection is restricted to employing businesses at which an industrial dispute has occurred. For this collection, industrial disputes are defined as work stoppages of ten working days or more. Ten working days are equivalent to the amount of ordinary time worked by ten people in one day, regardless of the length of the stoppage, e.g. 3,000 workers on strike for two hours would be counted as 750 working days lost (assuming they work an eight-hour day).

70 Effects on other establishments not directly involved in the dispute, such as stand-downs because of lack of materials, disruption of transport services, power cuts, etc. are not included in the scope of this collection.

Reference period

71 The collection reference period is the calendar quarter.

Further information

72 For further information about industrial disputes statistics, and the concepts and methodology used, refer to the electronic publication [Industrial Disputes, Australia](#) (cat. no. 6321.0.55.001), and [Labour Statistics: Concepts, Sources and Methods](#) (cat. no. 6102.0.55.001).

JOB VACANCIES DATA

73 Table 7.1 contains data from the Job Vacancies Survey (JVS).

Description of the survey

74 The Job Vacancies Survey has been conducted since November 1983 and is a quarterly sample survey of approximately 5,000 employers. The survey produces estimates of the number of job vacancies in Australia. The May 2008 issue of the publication [Job Vacancies, Australia](#) (cat. no. 6354.0), released in June 2008, was the final issue for 2008. The Job Vacancies Survey will not be conducted during 2008-09 and may be reinstated in 2009-10.

Reference date

75 The reference date for the survey is the third Friday of the middle month of the quarter.

Notes on data

76 Prior to the August quarter 1999, job vacancies statistics were collected as part of the Job Vacancies and Overtime Survey. The overtime component of the survey ceased following the May quarter 1999.

77 The privatisation of Telstra Corporation in November 2006 impacted the private sector and public sector job vacancies series. For the purposes of ABS statistics this change from public sector to private sector was effective from March quarter 2007. For more information please see [Information Paper: Future Treatment of Telstra in ABS Statistics, 2007](#) (cat. no. 8102.0).

78 Although the privatisation of Telstra Corporation in November 2006 impacted on both the private and public sector series, the effect was significant only for the public sector series. As a result, a trend break was applied to the public sector series between November 2006 and February 2007.

Further information

79 For further information about the range of products and services relating to ABS job vacancies statistics, and the concepts and methodology used, refer to [Job Vacancies, Australia](#) (cat. no. 6354.0), [the associated time series spreadsheets available from the ABS website](#) and [Labour Statistics: Concepts, Sources and Methods](#) (cat. no. 6102.0.55.001).

Glossary

GLOSSARY

Active steps to find work

Includes writing, telephoning or applying in person to an employer for work; answering an advertisement for a job; checking factory noticeboards or the touchscreens at Centrelink offices; being registered with Centrelink as a jobseeker; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives.

Actual hours worked

The hours actually worked during the reference week, not necessarily hours paid for.

Adult employees

Adult employees are those employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation.

Aggregate (actual) hours worked

The total number of hours a group of employed persons has actually worked during the reference week, not necessarily hours paid for.

Attending full-time education

Persons aged 15-24 years who were enrolled full-time at secondary school, high school, Technical and Further Education (TAFE) college, university, or other educational institution in the reference week.

Average compensation per employee

National Accounts. The total compensation of employees divided by the number of employees.

Average earnings (National Accounts basis)

See **average compensation per employee**.

Average hours worked

Aggregate hours worked by a group divided by the number of persons in that group.

Average weekly earnings

Average weekly earnings represent average gross (before tax) earnings of employees and do not relate to average award rates nor to the earnings of the 'average person'. Estimates of average weekly earnings are derived by dividing estimates of weekly total earnings by estimates of number of employees. For information about scope exclusions applying to employer surveys, refer to paragraph 43 of the Explanatory Notes.

Civilian population aged 15 years and over

All usual residents of Australia aged 15 years and over except members of the permanent defence forces, certain diplomatic personnel of overseas governments customarily excluded from census and estimated population counts, overseas residents in Australia, and members of non-Australian defence forces (and their dependants) stationed in Australia.

Commonwealth government employees

Employees of all departments, agencies and authorities created by or reporting to the Commonwealth Parliament. Those bodies run jointly by the Commonwealth Government and state governments are classified to Commonwealth.

Compensation of employees

National Accounts. The total remuneration, in cash or in kind, payable by enterprises to employees in return for work done by the employees during the accounting period. Compensation of employees comprises wages and salaries (in cash and in kind) and **employers' social contributions**. Compensation of employees is not payable in respect of unpaid work undertaken voluntarily, including the work done by members of a household within an unincorporated enterprise owned by the same household. Compensation of employees excludes any taxes payable by the employer on the wage and salary bill (e.g. payroll tax, fringe benefits tax). See [Australian System of National Accounts: Concepts, Sources and Methods](#) (cat. no. 5216.0) for further information.

Contributing family worker

A person who works without pay, in an economic enterprise operated by a relative.

Country of birth

Classified according to the [Standard Australian Classification of Countries \(SACC\)](#) (cat. no. 1269.0).

Couple families

A family based on two persons who are in a registered or de facto marriage and who are usually resident in the same household.

Dependants

All family members under 15 years, and all children aged 15-24 years attending full-time education (except those who have a partner or child of their own usually resident in the household).

Dependent child

Any child in a family under 15 years of age or aged 15-24 years who is attending full-time education (except those who have a partner or child of their own usually resident in the household).

Dependent student

A child who is 15-24 years of age, who is attending full-time education, and who has no partner or child of his or her own usually resident in the same household.

Discouraged jobseekers

Persons with marginal attachment to the labour force who wanted to work and were available to start work within the next four weeks but whose main reason for not actively looking for work was that they believed they would not find a job for any of the following reasons:

- considered to be too young by employers
- considered to be too old by employers
- lacked necessary schooling, training, skills or experience
- difficulties because of language or ethnic background
- no jobs in their locality or line of work
- no jobs available at all.

Duration of unemployment

Under the redesigned LFS questionnaire, implemented in April 2001, the definition of duration of unemployment is the period of time from when an unemployed person began looking for work, until the end of the reference week; or the period of time since an unemployed person last worked in any job for two weeks or more, until the end of the reference week; whichever was the shorter period.

Prior to April 2001, duration of unemployment was defined in the LFS as the period of time from when an unemployed person began looking for work, until the end of the reference week; or the period of time since an unemployed person last worked full-time for two weeks or more, until the end of the reference week; whichever was the shorter period.

Employed

Employed persons include all persons aged 15 years and over who, during the reference week:

- worked for one hour or more for pay, profit, commission or payment in kind in a job or business, or on a farm (comprising employees, employers and own account workers); or
- worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers); or
- were employees who had a job but were not at work and were:
 - away from work for less than four weeks up to the end of the reference week; or
 - away from work for more than four weeks up to the end of the reference week and received pay for some or all of the four week period to the end of the reference week; or
 - away from work as a standard work or shift arrangement; or
 - on strike or locked out; or
 - on workers' compensation and expected to return to their job; or
- were employers or own account workers, who had a job, business or farm, but were not at work.

Employed full-time

See **full-time employed**.

Employed part-time

See **part-time employed**.

Employee

Labour Force Survey and other household surveys. A person who works for a public or private employer and receives remuneration in wages, salary, a retainer fee from their employer while working on a commission basis, tips, piece rates, or payment in kind, or a person who operates their own incorporated enterprise with or without hiring employees.

Employer surveys. Employees are wage and salary earners who received pay for any part of the reference period. For information about scope exclusions applying to employer surveys, refer to paragraph 43 of the Explanatory Notes.

Employee job

Wage Price Index (WPI). A job for which the occupant receives remuneration in wages, salary, payment in kind, or piece rates. All employee jobs in all employing organisations (except those excluded from all ABS labour employer surveys) are in scope of the WPI, except the following:

- 'non-maintainable' jobs (i.e. jobs that are expected to be occupied for less than six months of a year)
- jobs for which wages and salaries are not determined by the Australian labour market (e.g. working proprietors of small incorporated enterprises, most employees of Community Development Employment Programs, jobs where the remuneration is set in a foreign country).

For information about scope exclusions applying to employer surveys, refer to paragraph 43 of the Explanatory Notes.

Employer

Labour Force Survey and other household surveys. A person who operates their own unincorporated economic enterprise or engages independently in a profession or trade, and hires one or more employees.

Employer surveys. A business with one or more employees.

Employers' social contributions

National Accounts. Contributions by employers to pension and superannuation funds; and premiums paid by employers to workers' compensation schemes for occupational injuries and diseases.

Extended labour force underutilisation rate

The unemployed, plus the underemployed, plus two groups of marginally attached to the labour force:

- (i) persons actively looking for work, not available to start work in the reference week, but available to start work within four weeks and
- (ii) discouraged jobseekers

as a percentage of the labour force augmented by (i) and (ii).

Family

Two or more persons, one of whom is at least 15 years of age, who are related by blood, marriage (registered or de facto), adoption, step or fostering; and who are usually resident in the same household. The basis of a family is formed by identifying the presence of a couple relationship, lone parent-child relationship or other blood relationship. Some households will, therefore, contain more than one family.

Family reference person

In families which are not couple families or one-parent families, as defined, the family reference person is the eldest person in the household.

Former workers

Unemployed persons who have previously worked for two weeks or more but not in the last two years.

Full-time educational attendance

Persons aged 15-19 who, during the reference week were enrolled full-time at secondary or high schools, and those aged 15-24 who, during the reference week, were enrolled full-time at a Technical and Further Education (TAFE) college, university, or other tertiary educational institution.

Full-time employed

Household surveys. Persons employed full-time are those employed persons who usually worked 35 hours or more a week (in all jobs) and those who, although usually working less than 35 hours a week, worked 35 hours or more during the reference week.

Full-time employees

Employer surveys. Full-time employees are permanent, fixed term and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period. If agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week.

Gross domestic product (GDP)

National Accounts. The total market value of goods and services produced in Australia within a given period after deducting the cost of goods and services used up in the process of production but before deducting allowances for the consumption of fixed capital. Thus gross domestic product, as here defined, is at 'market prices'. It is equivalent to gross national expenditure plus exports of goods and services less imports of goods and services. See [Australian System of National Accounts: Concepts, Sources and Methods](#) (cat. no. 5216.0) for further information.

Gross mixed income (GMI)

National Accounts. The owners of unincorporated enterprises, or other members of their households, may work without receiving any wage or salary. Mixed income includes both **gross operating surplus** for the unincorporated enterprises and returns for the proprietors' own labour (akin to wages and salaries). See [Australian System of National Accounts: Concepts, Sources and Methods](#) (cat. no. 5216.0) for further information.

Gross operating surplus (GOS)

National Accounts. The amount of gross output remaining after subtracting costs incurred in producing that output, but before any deductions for consumption of fixed capital. See [Australian System of National Accounts: Concepts, Sources and Methods](#) (cat. no. 5216.0) for further information.

Household

A group of one or more persons in a private dwelling who consider themselves to be separate from other persons (if any) in the dwelling, and who make regular provision to take meals separately from other persons, i.e. at different times or in different rooms. Lodgers who receive accommodation but no meals are treated as separate households. Boarders who receive both accommodation and meals are not treated as separate households. A household may consist of any number of families and non-family members.

Industrial dispute

An industrial dispute is defined as a state of disagreement over an issue or group of issues between an employer and its employees, which results in employees ceasing work. Industrial disputes comprise strikes, which are a withdrawal from work by a group of employees; and lockouts, which are a refusal by an employer or group of employers to permit some or all of their employees to work.

Industry

An industry is a group of businesses or organisations that perform similar sets of activities in terms of the production of goods and services. Industry is classified according to the [Australian and New Zealand Standard Industrial Classification \(ANZSIC\), 2006](#) (cat. no. 1292.0). The industry assigned to an employed person is the industry of the organisation in which the person's main job is located. Unemployed persons who had worked for two weeks or more in the last two years are classified according to the industry of their most recent job.

Job leavers

Unemployed persons who have worked for two weeks or more in the past two years and **left that job voluntarily** - that is, because (for

example): of unsatisfactory work arrangements/pay/hours; the job was a holiday job or they left the job to return to studies; or their last job was running their own business and they closed down or sold that business for reasons other than financial difficulties.

Job losers

Unemployed persons who have worked for two weeks or more in the past two years and **left that job involuntarily**: that is, they were laid off or retrenched from that job; left that job because of their own ill-health or injury; the job was seasonal or temporary; or their last job was running their own business and the business closed down because of financial difficulties.

Job vacancy

A job vacancy is an employee job available for immediate filling on the survey reference date and for which recruitment action has been taken. Recruitment action includes efforts to fill vacancies by advertising, by factory notices, by notifying public or private employment agencies or trade unions and by contacting, interviewing or selecting applicants already registered with the enterprise or organisation. Excluded are vacancies:

- for jobs which became vacant on the survey date and were filled that same day
- for jobs of less than one day's duration
- to be filled by persons already hired, or by promotion or transfer of existing employees
- to be filled by employees returning from paid or unpaid leave or after industrial dispute(s)
- not available for immediate filling on the survey reference date
- for work to be carried out by contractors
- for which no recruitment action has been taken
- where a person has been appointed but has not yet commenced duty
- to be filled by staff from contract labour agencies
- for jobs available only to persons already employed by the enterprise or organisation.

For information about scope exclusions applying to employer surveys, refer to paragraph 43 of the Explanatory Notes.

Labour force

The labour force is the labour supply available for the production of economic goods and services in a given period, and is the most widely used measure of the economically active population. Persons in the labour force are classified as either employed or unemployed according to their activities during the reference period by using a specific set of priority rules.

Labour force status

A classification of the civilian population aged 15 years and over into employed, unemployed or not in the labour force, as defined. The definitions conform closely to the international standard definitions adopted by the International Conferences of Labour Statisticians.

Labour force underutilisation rate

The unemployed plus the underemployed, as a percentage of the labour force.

Local government employees

Employees of municipalities and shires and other local authorities created by or subject to the provisions of local government legislation, such as county councils in New South Wales.

Lone parent

A person who has no spouse or partner present in the household but who forms a parent-child relationship with at least one dependent or non-dependent child usually resident in the household.

Lone person

A person who makes provision for their food and other essentials for living, without combining with any other person to form part of a multi-person household. They may live in a dwelling on their own or share a dwelling with another individual or family.

Long-term unemployed

Persons unemployed for 12 months or more. See **duration of unemployment** for details of the calculation of duration of unemployment.

Long-term unemployment rate

The number of long-term unemployed persons expressed as a percentage of the labour force.

Marginal attachment to the labour force

Persons who were not in the labour force in the reference week, wanted to work, and:

- were actively looking for work but did not meet the availability criteria to be classified as unemployed or
- were not actively looking for work but were available to start work within four weeks or could start work within four weeks if child care was available.

The criteria for determining those in the labour force are based on activity (i.e. working or looking for work) and availability to start work during the reference week. The criteria associated with marginal attachment to the labour force, in particular the concepts of wanting to work and reasons for not actively looking for work, are more subjective. Hence, the measurement against these criteria is affected by the respondent's own interpretation of the concepts used. An individual respondent's interpretation may be affected by their work aspirations, as well as family, economic and other commitments.

Marital status

See **social marital status**.

Mean age

The sum of the ages of all the persons in a group, divided by the total number of persons in that group.

Mean duration of unemployment

The sum of the duration of unemployment of all the unemployed persons in a group, divided by the total number of unemployed persons in that group.

Median age

The age which divides a group of persons into two equal groups: one comprising persons whose age is above the median; and the other, persons whose age is below it.

Median duration of unemployment

The duration which divides unemployed persons into two equal groups: one comprising persons whose duration of unemployment is above the median; and the other, persons whose duration is below it.

Non-dependent child

A child of a couple or lone parent usually resident in the household, aged over 15 years and who is not a dependent student aged 15-24 years, and who has no partner or child of their own usually resident in the household.

Non-family member

A person who is not related to any other member of the household in which they are living.

Not in the labour force

Persons who were not classified as employed or unemployed.

Occupation

An occupation is a collection of jobs that are sufficiently similar in their main tasks to be grouped together for the purposes of classification. Occupation is classified according to the [**ANZSCO Australian and New Zealand Standard Classification of Occupations, First Edition, 2006**](#) (cat. no. 1220.0). The occupation assigned to an employed person relates to the person's main job. Unemployed persons who had worked for two weeks or more in the last two years are classified according to the occupation of their most recent job.

One-parent family

A family consisting of a lone parent with at least one dependent or non-dependent child (regardless of age) who is also usually resident in the household.

Ordinary time earnings

See **weekly ordinary time earnings**.

Original series

Estimates produced directly from the survey data, before seasonal adjustment or trend estimation takes place.

Other family

Related individuals residing in the same household who do not form a couple or parent-child relationship with any other person in the household and are not attached to a couple or one parent family in the household. If two brothers, for example, are living together and neither is a spouse, a lone parent or a child, then they are classified as other family.

Overtime earnings

See **weekly overtime earnings**.

Own account workers

People who operate their own unincorporated economic enterprise or engaged independently in a profession or trade, and hired no employees.

Owner managers of incorporated enterprises

People who work in their own incorporated enterprise, that is, a business entity which is registered as a separate legal entity to its members or owners (also known as a limited liability company). These people are classified as employees under 'status in employment'. Technically they are employees, however, they are similar in characteristics to owner managers of unincorporated enterprises.

Owner managers of unincorporated enterprises

People who operate their own unincorporated enterprise, that is, a business entity in which the owner and the business are legally inseparable, so that the owner is liable for any business debts that are incurred. Includes those engaged independently in a trade or profession. These people are classified as employers under 'status in employment' if their business has employees, or own account workers if they do not.

Participation rate

The labour force participation rate for any group within the population is the labour force component of that group, expressed as a percentage of the population in that group.

Part-time employed

Household surveys. Persons employed part-time are those employed persons who usually worked less than 35 hours a week (in all jobs) and either did so during the reference week, or were not at work in the reference week.

Reason for leaving last job

Unemployed persons who had worked for two weeks or more in the past two years classified by whether they left that job voluntarily, that is, job leavers; or left that job involuntarily, that is, job losers.

Seasonally adjusted series

A time series of estimates with the estimated effects of normal seasonal variation removed. See paragraphs 7-13 of the Explanatory Notes for more detail.

Social marital status

Social marital status is the relationship status of an individual with reference to another person who is usually resident in the household. A marriage exists when two people live together as husband and wife, or partners, regardless of whether the marriage is formalised through registration. Individuals are, therefore, regarded as married if they are in a de facto marriage, or if they are living with the person to whom they are registered as married.

State capital cities

The areas determining the six state capital cities are the Statistical Divisions for those capital cities defined in the [Statistical Geography: Volume 1 - Australian Standard Geographical Classification \(ASGC\)](#) (cat. no. 1216.0).

State government employees

Employees of all State government departments and authorities created by, or reporting to, State Parliaments, including organisations for which the Commonwealth has assumed financial responsibility. Following self-government, the Northern Territory and the Australian Capital Territory administrations have been classified to State Governments. Employees of State Governments employed interstate are included in the estimates of the State in which they are based.

Status in employment

Employed persons classified by whether they were employees, employers, own account workers or contributing family workers.

Total earnings

See [weekly total earnings](#).

Total hourly rates of pay index excluding bonuses

Wage Price Index. This index measures quarterly change in a weighted combination of ordinary time and overtime hourly rates of pay. See [Labour Price Index, Australia](#) (cat. no. 6345.0) for more information.

Trend series

A smoothed seasonally adjusted series of estimates. See paragraphs 7-13 of the Explanatory Notes for more detail.

Underemployed workers

Underemployed workers are employed persons who want, and are available for, more hours of work than they currently have. They comprise:

- persons employed part-time who want to work more hours and are available to start work with more hours, either in the reference week or in the four weeks subsequent to the survey
- persons employed full-time who worked part-time hours in the reference week for economic reasons (such as being stood down or insufficient work being available). It is assumed that these people wanted to work full-time in the reference week and would have been available to do so.

Underemployment rate

The number of underemployed workers expressed as a percentage of the labour force.

Unemployed

Persons aged 15 years and over who were not employed during the reference week, and

- had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week and were available for work in the reference week, or
- were waiting to start a new job within four weeks from the end of the reference week and could have started in the reference week if the job had been available then.

Unemployed looking for first full-time job

Unemployed persons looking for full-time work who had never worked full-time for two weeks or more.

Unemployed looking for first job

Unemployed persons who had never worked for two weeks or more.

Unemployed looking for full-time work

Unemployed persons who:

- actively looked for full-time work, or
- were waiting to start a new full-time job.

Unemployed looking for part-time work

Unemployed persons who:

- actively looked for part-time work only, or
- were waiting to start a new part-time job.

Unemployment rate

The number of unemployed persons expressed as a percentage of the labour force.

Unemployment to population ratio

For any group, the number of unemployed persons expressed as a percentage of the civilian population aged 15 and over in the same group.

Usual hours worked

The hours usually worked per week by an employed person.

Wage and salary earners

See **employee**.

Weekly ordinary time earnings

Weekly ordinary time earnings refers to one week's earnings of employees for the reference period attributable to award, standard or agreed hours of work, calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included are piecework payments and one week's portion of regular production and task bonuses and commissions. Excluded are overtime payments and payments not related to the reference period, e.g. bonus payments for earlier periods of work.

Weekly overtime earnings

Weekly overtime earnings refers to payment for hours worked in the reference week in excess of award, standard or agreed hours of work, calculated before taxation and any other deductions (e.g. superannuation) have been made.

Weekly total earnings

Weekly total earnings of employees is equal to weekly ordinary time earnings plus weekly overtime earnings.

Working days lost

Refers to working days lost by employees directly and indirectly involved in the dispute.

Working days lost per thousand employees

Calculated for a quarterly period by dividing the total number of working days lost in the period by the total number of employees in the Australian labour force in the period (obtained from the ABS Labour Force Survey) and multiplying by 1,000.

Abbreviations

ABBREVIATIONS

The following symbols and abbreviations are used in this publication:

ABS	Australian Bureau of Statistics
ANZSCO	Australian and New Zealand Standard Classification of Occupations
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASCO	Australian Standard Classification of Occupations
ASGC	Australian Standard Geographical Classification
ATO	Australian Taxation Office
AWE	average weekly earnings
EEH	Survey of Employee Earnings and Hours

ERP	estimated resident population
GDP	gross domestic product
ID	industrial disputes
ILO	International Labour Organization
JVS	Job Vacancies Survey
LFS	Labour Force Survey
LPI	labour price index
MPHS	Multipurpose Household Survey
MPS	Monthly Population Survey
qtr	quarter
RSE	relative standard error
SEE	Survey of Employment and Earnings
WPI	wage price index

Data sources for tables (Appendix)

APPENDIX 1 DATA SOURCES FOR TABLES

HOW TO FIND DATA SOURCES

All ABS statistics on the ABS website can be downloaded free of charge.

To find a labour market related publication, spreadsheet or datacube on the ABS website, go to <https://www.abs.gov.au> [Statistics - By Catalogue Number - 6. Labour Statistics and Prices]. All products can be accessed by catalogue number and subject e.g. to find the publication [Labour Force, Australia](#) (cat. no. 6202.0), look under '62. Labour force'. Select '6202.0 - Labour Force, Australia' and from the Summary tab select the Details tab.

Table description	Data source	Notes
1.1 Labour force status: trend series	Labour Force, Australia (cat. no. 6202.0)	
1.2 Age by marital status	6291.0.55.001 spreadsheet table 1	
1.3 States and territories	Labour Force, Australia (cat. no. 6202.0) 6291.0.55.001 spreadsheet table 2	Excludes Capital city/balance of state
1.4 Educational attendance	6291.0.55.001 spreadsheet table 3a	More detailed Age
1.5 Country of birth	6291.0.55.001 data cube LM4 6291.0.55.001 data cube LM5 6291.0.55.001 data cube LM6 6291.0.55.001 data cube LM7	Includes Sex, State, less detailed Country of birth Includes Sex, Age, State, less detailed Country of birth Includes Sex, State Includes Sex, State, less detailed Country of birth
Year of arrival	6291.0.55.001 data cube LM4 6291.0.55.001 data cube LM7	Includes Sex, State, less detailed Country of birth Includes Sex, State, less detailed Country of birth
1.6 Relationship in household	6291.0.55.001 data cube FM1 6291.0.55.001 data cube FM2 6291.0.55.001 data cube FM3 6291.0.55.001 data cube FM4	Includes State Includes Age Includes Hours worked Unemployed persons only, includes Duration of unemployment
1.7 Families	6224.0.55.001 data cube FA2	
1.8 International comparisons	International Labour Organisation, LABORSTA database: http://laborsta.ilo.org	
2.1 Industry: trend	6291.0.55.003 spreadsheet table 4	Includes Employed full-time, Employed part-time
2.2 Industry: divisions and subdivisions	6291.0.55.003 spreadsheet table 6 6291.0.55.003 data cube E03 6291.0.55.003 data cube E05 6291.0.55.003 data cube E06 6291.0.55.003 spreadsheet table 7 6291.0.55.003 spreadsheet table 12 6291.0.55.003 data cube E07 6291.0.55.003 data cube E08	Includes Sex, State, Hours worked, less detailed Industry Includes Sex, Age, Status in employment, Hours worked Includes Sex, State, Status in employment, Hours worked, more detailed Industry Less detailed Occupation Includes Hours worked, less detailed Occupation Includes Age, Hours worked, Status in employment Includes State, Status in employment, more detailed Occupation
2.3 Occupation	6291.0.55.003 data cube E09	Includes State, Hours worked
2.4 Industry and occupation by full-time/part-time status	6291.0.55.003 data cube E04	Includes Sex, State, excludes Industry
2.5 Industry by status in employment	6291.0.55.003 data cube E05 6291.0.55.003 data cube E06 6291.0.55.003 data cube E04 6291.0.55.003 data cube E07	Includes Sex, Age, more detailed Industry Includes Sex, State, more detailed Industry Includes Sex, State, excludes Occupation Includes Sex, Age, more detailed Occupation
Occupation by status in employment	6291.0.55.003 data cube E07	

	6291.0.55.003 data cube E08	Includes Sex, State, more detailed Occupation
Hours worked in all jobs by status in employment	6291.0.55.001 spreadsheet table 8	Excludes Hours worked, includes Sex, Employed full-time, Employed part-time
	6291.0.55.003 spreadsheet table 13	Includes Sex
	6291.0.55.003 data cube E04	Includes Sex, State
	6291.0.55.003 data cube E05	Includes Sex, Age, Industry
	6291.0.55.003 data cube E06	Includes Sex, State, Industry
	6291.0.55.003 data cube E07	Includes Sex, Age, Occupation
	6291.0.55.003 data cube E08	Includes Sex, State, Occupation
2.6 Average hours worked in all jobs by Industry	6291.0.55.003 spreadsheet table 11	Includes State
	6291.0.55.003 data cube E03	Includes Age, Status in employment, more detailed Industry
	6291.0.55.003 data cube E05	Includes State, Status in employment, more detailed Industry
	6291.0.55.003 data cube E06	Includes State, Occupation
Average hours worked in all jobs by occupation	6291.0.55.003 data cube E09	Includes Age, Status in employment, more detailed Occupation
	6291.0.55.003 spreadsheet table 12	Includes State, Status in employment, more detailed Occupation
	6291.0.55.003 data cube E07	Includes State, Industry
	6291.0.55.003 data cube E08	Includes Industry
	6291.0.55.003 data cube E09	Includes Occupation
2.7 Actual hours worked in all jobs	6291.0.55.001 spreadsheet table 9	Includes Status in employment
	6291.0.55.003 spreadsheet table 11	Includes Age, State
	6291.0.55.003 spreadsheet table 12	Includes State, Industry
	6291.0.55.003 spreadsheet table 13	Includes State, Status in employment
2.8 Actual hours worked in all jobs	6291.0.55.001 data cube EM1	Includes Industry
	6291.0.55.003 data cube E03	Includes Occupation
	6291.0.55.003 data cube E04	Includes Status in employment
Usual hours worked in all jobs	6291.0.55.001 spreadsheet table 9	Includes Age, State
	6291.0.55.003 spreadsheet table 11	Includes State, Industry
	6291.0.55.003 spreadsheet table 12	Includes Age, Status in employment
	6291.0.55.003 spreadsheet table 13	Includes State, Industry
	6291.0.55.001 data cube EM1	Includes State, Status in employment
	6291.0.55.003 data cube E03	Includes Industry
	6291.0.55.003 data cube E04	Includes Occupation
	6291.0.55.001 spreadsheet table 10	Includes Status in employment
	6291.0.55.001 data cube EM3	Includes Age, State
	6291.0.55.001 data cube E10	Includes State, Industry
2.9 Full-time workers who worked less than 35 hours in all jobs	6291.0.55.001 data cube EM2	Includes State, Status in employment
2.10 Future employment expectations by job tenure	6291.0.55.003 data cube E02	Includes Age, State, Hours worked
2.11 Public sector employees: state and territories	Employment and Earnings Public Sector, Australia, 2007-08 (cat. no. 6248.0.55.002)	Excludes Future employment expectations, Includes Job tenure, State, Age
2.12 Public sector employees: industry	Employment and Earnings Public Sector, Australia, 2007-08 (cat. no. 6248.0.55.002)	
3.1 Unemployed persons: duration of unemployment by age	6291.0.55.001 data cube UM2	Excludes Age, median Duration of unemployment
3.2 Long-term unemployed	6291.0.55.001 data cube UM3	Excludes median Duration of unemployment
3.3 Unemployed persons: reason for unemployment by industry of last job	6291.0.55.001 spreadsheet table 14B	Excludes trend data, includes State, more detailed Duration of unemployment
Unemployed persons: reason for unemployment by occupation of last job	6291.0.55.001 data cube UM2	Excludes trend data, includes State, Age
4.1 Underutilised labour: trend series	6291.0.55.001 data cube UM3	Excludes Industry of last job
4.2 Underutilised labour: seasonally adjusted series	6291.0.55.003 data cube UQ1	Excludes Industry of last job
4.3 Underutilised labour by age	6291.0.55.003 data cube UQ1	Excludes Occupation of last job
4.4 Underutilised labour by states and territories	6291.0.55.003 data cube UQ1	Data available on request
4.5 Underemployed by industry and occupation	Labour Force Survey	Data available on request
4.6 Persons not in the labour force	Labour Force Survey	Data available on request
5.1 Labour price index	Labour Force Survey	Data available on request
Labour price index: trend data	Labour Force Survey	Data available on request
Labour price index: Australia, states and territories	Labour Force Survey	Data available on request
Labour price index: private sector	Labour Force Survey	Data available on request
Labour price index: public sector	Labour Force Survey	Data available on request
Labour price index: industry	Labour Force Survey	Data available on request
Labour price index: occupation	Labour Force Survey	Data available on request
5.2 Average weekly earnings	6291.0.55.001 data cube NM1	Includes States and territories
Average weekly earnings by sex	Labour Price Index, Australia (cat. no. 6345.0)	Includes States and territories
Average weekly earnings: private sector	6345.0 spreadsheet table 1	Includes Sector
	6345.0 spreadsheet table 2b	Includes Sector
	6345.0 spreadsheet table 3b	Includes Full-time adult total earnings
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[Jobless families](#)

[Retirement intentions](#)

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[Measures of casual employment](#)

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Spotlight: Employment type

Technical report: Standard error models for the Labour Force Survey

Technical report: Proposals from the review of ABS working arrangements statistics

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Population, participation and productivity: contributions to Australia's economic growth

Spotlight: Employee share schemes

Technical report: Changes to coding processes for industry and occupation in the Labour Force Survey

April 2005

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Spotlight: Methods of setting pay

Spotlight: Annual measures of labour underutilisation

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Experimental estimates of the average age at withdrawal from the labour force

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Technical report: Implementation of computer assisted interviewing in the Labour Force Survey

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Mature age people and the labour force

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Spotlight: Methods of setting pay

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December 2002

Volatility of labour force estimates

October 2002

Measures of labour underutilisation

February 2002

Seasonal reanalysis of monthly labour force estimates

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Full-time and part-time employment

August 2001

Experimental estimates: labour force characteristics of Indigenous Australians

June 2001

Duration of unemployment: recent definitional changes

February 2001

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Seasonal reanalysis of monthly labour force estimates

May 2000

Status in employment data changes: correction

April 2000

Using the unemployment rate series to illustrate the seasonal adjustment process

February 2000

Seasonal reanalysis of monthly labour force estimates

December 1999

Why are there differences between two seasonally adjusted measures of Australian total employment?

November 1999

Industry, occupation and status in employment data

Labour force status and other characteristics of families

October 1999

Labour force projections: 1999-2016

April 1999

Introduction of updated standard error estimates

February 1999

Revisions to monthly labour force estimates

January 1999

Concordance between the first and second editions of the Australian Standard Classification of Occupations (ASCO) - revised

Related publications (Appendix)

APPENDIX 3 RELATED PUBLICATIONS

	cat. no.	Frequency	Reference period
<hr/>			
Labour force supplementary surveys			
Career Experience	6254.0	Discontinued	Nov 2002
Child Care	4402.0	Irregular	June 2005 reissue
Child Employment	6211.0	Irregular	Jun 2006
Education & Work	6227.0	Annual	May 2008
Employee Earnings, Benefits & Trade Union Membership	6310.0	Annual	Aug 2008
Forms of Employment	6359.0	Annual	Nov 2007
Job Search Experience	6222.0	Annual	Jul 2008
Labour Force Experience	6206.0	Biennial	Feb 2007
Labour Force Status & Other Characteristics of Migrants	6250.0	Triennial	Nov 2007
Labour Mobility	6209.0	Biennial	Feb 2008
Locations of Work	6275.0	Irregular	Nov 2005
Multiple Jobholding(a)	6216.0	Discontinued	Aug 1997
Persons Not in the Labour Force	6220.0	Annual	Sep 2008
Retrenchment & Redundancy(b)	6266.0	Discontinued	Jul 2001
Underemployed Workers	6265.0	Annual	Sep 2007
Working Time Arrangements	6342.0	Triennial	Nov 2006
Multi purpose household surveys			
Barriers and Incentives to Labour Force Participation	6239.0	Biennial	Jul 2006 to Jun 2007
Retirement and Retirement Intentions(c)	6238.0	Biennial	Jul 2006 to Jun 2007
Work-Related Injuries(d)	6324.0	Irregular	2005-06
Sub-annual labour surveys			
Average Weekly Earnings	6302.0	Quarterly	Nov qtr 2008
Industrial Disputes	6321.055.001	Quarterly	Dec qtr 2008
Job Vacancies	6354.0	Suspended	May qtr 2008
Labour Force	6202.0	Monthly	Feb 2009
Labour Force, Australia: Labour Force Status and Other Characteristics of Families	6224.055.001	Monthly	Feb 2009
Labour Force Characteristics of Aboriginal and Torres Strait Islander Australians, Estimates from the Labour Force Survey	6287.0	Annual	2007
Labour Price Index	6345.0	Quarterly	Dec qtr 2008
Wage & Salary Earners, Public Sector, Australia	6248.055.001	Discontinued	Jun qtr 2007
Other labour surveys			
Employee Earnings & Hours	6306.0	Biennial	May 2006
Employer Training Expenditure & Practices	6362.0	Irregular	2001-02
Employment Arrangements, Retirement & Superannuation, Australia	6361.0	Irregular	Apr to Jul 2007 (reissue)

Labour Costs	6348.055.001	Irregular	2002-03
Confidentialised Unit Record Files (CURFs)			
Australians' Employment and Unemployment Patterns, CURF, 1994-1997	6286.0.30.001	Discontinued	1994 to 1997
Australians' Employment and Unemployment Patterns, 1994-1997: Expanded CURF	6286.0.55.001	Irregular	1994 to 1997
Australians' Employment and Unemployment Patterns: Expanded CURF, Technical Paper	6286.0.55.002	Irregular	1994 to 1997
Child Care, Australia, Expanded CURF	4402.0.55.001	Irregular	Jun 2005
Child Care, Australia, Expanded CURF, Technical Manual	4402.0.55.002	Irregular	Jun 2005
Employee Earnings and Hours, Expanded CURF, Australia	6306.0.55.001	Irregular	May 2006
Employee Earnings and Hours, Australia, Expanded CURF, Technical Manual	6306.0.55.002	Irregular	May 2006
Labour Force Survey and Employee Earnings, Benefits and Trade Union Membership, Australia: Basic CURF	6202.0.30.001	Biennial	Aug 2006
Labour Force Survey and Employee Earnings, Benefits and Trade Union Membership, Australia - Basic CURF, Technical Paper	6202.0.30.002	Biennial	Aug 2006
Labour Force Survey and Employee Earnings, Benefits and Trade Union Membership, Australia: Expanded CURF	6202.0.30.003	Biennial	Aug 2006
Labour Force Survey and Labour Mobility, Australia: Basic and Expanded CURF	6202.0.30.004	Irregular	Feb 2008
Labour Force Survey and Labour Mobility, Australia: Basic and Expanded CURF, Technical Manual	6202.0.30.005	Irregular	Feb 2008
Microdata: Employment Arrangements, Retirement and Superannuation, Expanded CURF, Australia	6361.0.55.001	Irregular	Apr to Jul 2007
Survey of Education and Training, Australia, Basic CURF, Technical Manual	6278.0.55.001	Irregular	2005
Survey of Education and Training, Australia, Basic CURF	6278.0.55.002	Irregular	2005
Survey of Education and Training, Australia, Expanded CURF, Technical Manual	6278.0.55.003	Irregular	2005
Survey of Education and Training, Australia, Expanded CURF	6278.0.55.004	Irregular	2005
Survey of Income and Housing - Basic and Expanded CURFs, Technical Paper	6541.0	Irregular	2005-06
Title	cat. no.	Frequency	Latest issue
Information papers and other reference material			
ABS Labour Market Statistics	6106.0.55.001	Irregular	2003
Australian System of National Accounts: Concepts, Sources & Methods	5216.0	Irregular	2000
Changes to ABS Measures of Employee Remuneration	6313.0	Irregular	2006
Changes to Labour Force Survey Products	6297.0	Irregular	2003
Estimating Average Annual Hours Worked	1352.0.55.077	Irregular	Jun 2006
Forthcoming Changes to Labour Force Statistics	6292.0	Irregular	2007
Improvements to Family Estimates from the Labour Force Survey	6224.0.55.002	Irregular	2008
Labour Force Survey Sample Design	6269.0	Irregular	Nov 2007
Labour Force Survey Standard Errors	6298.0	Irregular	2005
Labour Force Survey Standard Errors, Data Cube, 2007	6298.0.55.001	Irregular	Sep 2008
Labour Price Index: Concepts, Sources & Methods	6351.0.55.001	Irregular	2004
Labour Statistics: Concepts, Sources & Methods	6102.0.55.001	Irregular	Apr 2007
Labour Statistics News	6106.0	Biennial	Feb 2009
Questionnaires Used in the Labour Force Survey	6232.0	Irregular	2004
Employment and Earnings, Public Sector, Australia	6248.0.55.002	Annual	2008
Other publications			
Australian Economic Indicators	1350.0	Monthly	April 2009
Australian National Accounts: National Income, Expenditure & Product	5206.0	Quarterly	Dec qtr 2008
Australian Social Trends	4102.0	Quarterly	Mar qtr 2009
Australian System of National Accounts	5204.0	Annual	2007-08
Australians' Employment & Unemployment Patterns: First Results	6286.0	Discontinued	1994 to 1997
Business Indicators	5676.0	Quarterly	Dec 2008
Census of Population & Housing: Selected Education & Labour Force Characteristics	2017.0	Five yearly	2001
Education & Training Indicators	4230.0	Irregular	2002
General Social Survey	4159.0	Irregular	2006
Government Benefits, Taxes & Household Income	6537.0	Irregular	2003-04
Household Income & Income Distribution	6523.0	Biennial	2005-06
Measures of Australia's Progress	1370.0	Biennial	2006
Regional Wage & Salary Earners - Electronic Publication	5673.0.55.001	Irregular	2003-04
Superannuation: Coverage & Financial Characteristics	6360.0	Irregular	Jun 2000
Voluntary Work	4441.0	Irregular	2006

(a) Latest data available on request for July 2001.

(b) Related data available from Labour Mobility.

(c) Previously conducted as a labour force supplementary survey until 1997, data now collected as part of the Multi Purpose Household Survey.

(d) Previously conducted as a labour force supplementary survey in 2000, data now collected as part of the Multi Purpose Household Survey.

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Data Cubes (I-Note) - Data Cubes

6105.0 Table 1.2: Experimental volume measures of labour underutilisation is updated on an annual basis. It was last updated in the July 2008 issue of 6105.0.

Data Cubes (I-Note) - Data Cubes

6105.0 Table 2. Employment type 1992–2007 is updated on an annual basis. It was last updated in the July 2008 issue of 6105.0.

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